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1988 - May 1989

URBAN / MUNICIPAL

NOTICE OF MEETING

HAMILTON STATUS OF WOMEN
SUB-COMMITTEE

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HAMILTON STATUS OF WOMEN SUB-COMMITTEE
11, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

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Women

1988 March 2

NOTICE OF MEETING

HAMILTON STATUS OF WOMEN SUB-COMMITTEE

1988 March 14

5:45 o'clock p.m.

Room 233, City Hall

Stella Glover

Stella Glover
Secretary

A G E N D A

1. Minutes of the meeting held 1988 February 8 (copy attached)
2. Election of Executive for 1988-1989
3. National Action Committee Annual Meeting - May 13 - 16
4. Committee Reports:
 - Executive - Mary Jo McLaren
 - Women in the Media - Anne Stewart
 - Women in Society - Thelma McGillivray
 - Women in the Workplace - Cathy Rankin
5. Pay Equity and Possible Topics for the Next Year
6. Upcoming Community Events and Special Invitations
7. Women of the Year Dinner Wrap-Up
8. Other Business
9. Adjournment



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1988 February 8
5:45 o'clock p.m.
Room 233, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Mary Jo McLaren, Chairperson
Joan Balinson
Betty Kobayashi
Doreen Johnson
Brian Lewis
Thelma McGillivray
Mary McKenzie
Lorraine Putnins
Anne Stewart
Judy Worsley

Regrets: Alderman M. Kiss
Alderman D. Christopherson
Cathy Rankin
Lynn Spencer

Also present: Lynda McDermott - Dinner Co-ordinator
Stella Glover - Secretary

The Chairperson thanked Thelma McGillivray on behalf of the committee for her fine work on the Women in Politics Conference.

A request was made that the date of the next meeting be incorporated in the minutes for the benefit of the Advisory Committee.

A further request was made that flyers be sent out advertising the Free Trade Conference.

The minutes of the meeting held January 11 were adopted.

The Chairperson introduced Lynda McDermott, the dinner co-ordinator. Mrs. McDermott gave an update on ticket sales and problems incurred. She suggested a number of improvements which would be included in her report.

Thelma McGillivray reported for Women In Society on the Women In Politics Conference. She said the workshops had been very well attended, the speakers excellent, the location good and the audience well motivated and interested in key issues. She said the size of the workshops had been small enough to enable participation.

Joan Balinson requested a breakdown of costs and the amount of sponsorship. Ms. McGillivray said the general opinion was that the price of sixty dollars was very reasonable and a suggestion was received that separate prices be available to enable people to attend the conference only in the event they did not wish to stay for meals. Concern was expressed at the audio equipment and lack of explanation in its use. Some concerns and suggestions included: the nesting underneath, the lack of a plenary session at the end of the event, some of the younger women were upset with the questionnaire and concerned how the information would be used. The option of two questionnaires was suggested. The use of real furs at the fashion show caused one member concern. Poor moderation was cited in some workshops. The provision of more detailed instruction to the recorders was felt to be necessary.

The Chairperson distributed a duty list for the Women Of The Year dinner and Anne Stewart circulated the draft program.

Thank you

Flyers - Free Trade
Conference

Minutes adopted

Introduction
Ticket sales for the
dinner

Women in Politics
report

Duty list distributed

structure of the
committee

The structure of the Committee was discussed and a suggestion made that the "portfolio approach" be adopted. The committee agreed that, for the balance of the term 1988/89, the new structure of the Hamilton Status of Women Executive would be: chairperson, vice-chairperson, past-chairperson, chairperson - women in the workplace, chairperson - women in society, together with one elected committee member at large.

Nomination Committee-
Executive position,
portfolio preferred

It was further agreed that, at the time the Nomination Committee calls the individual members to see if they are running for the Executive, they should state their preference for a portfolio that they personally will work on.

Next Executive meeting:
22/02/88 at 5:30 p.m.

The chairperson advised that the next Executive Committee meeting will be held on Monday, February 22 at 5:30 p.m.

Letter of support
requested

The Chairperson then advised the committee of upcoming events and special invitations.

Joan Balinson informed the committee that the Tami's were requesting a letter of support for their application for funding from the Junior League in the United States. The committee agreed that a letter of support be sent.

Adjournment

There being no further business, the meeting then adjourned.

Next meeting:
14/03/88 at 5:45 p.m.

The next meeting will take place on 1988 March 14 at 5:45 p.m.

Taken as read and approved.

Mary Jo McLaren,
Chairperson

Stella Glover
Secretary
/lh

Hamilton Status of wOmen

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

(416) 526-2735

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7th Floor
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1988

1988 January 29

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1988 February 8
5:45 o'clock p.m.
Room 233, City Hall

URBAN MUNICIPAL

FEB 2 1988

GOVERNMENT DOCUMENTS

S. M. Glover

Stella Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 January 22. (copy attached)
2. Committee Reports:

Executive Committee - Mary Jo McLaren
Women in the Media - Anne Stewart
Women in Society - Thelma McGillivray
Women in the Workplace - Cathy Rankin
3. Dinner Wrap Up.
4. Discussion on structure of Sub-Committee to prepare for our nominations and election.
5. Upcoming Community Events and Special Invitations.
6. Other Business.
7. Adjournment.

SG/jc

Monday, 1988 January 11
5:45 o'clock p.m.
Room 233, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Mary Jo McLaren, Chairperson
Alderman M. Kiss
Alderman D. Christopherson
Lorraine Putnins
Betty Kobayashi
Brian Lewis
Thelma McGillivray
Lynn Spencer
Cathy Rankin
Judy Worsley

Regrets: Joan Balinson
Doreen Johnson
Mary McKenzie
Anne Stewart

Also present: Lucie Vitvich
Stella Glover, Secretary

The minutes of the meeting held 1987 December 4 were adopted.

The Chairperson reported for the **Executive Committee**. She advised that the **Legislation Committee**, at their meeting of 1988 January 4, had approved the **Hamilton Status of Women Sub-Committee 1988 budget request**.

The Sub-Committee approved a motion that a letter be sent to the Editor of **The Spectator** congratulating Mike Davidson on a recent column and applauding his sensitivity on the subject of rape; and further that letters be sent to two Aldermen expressing concern at remarks made with regard to rape.

Cathy Rankin reported for the **Women in the Workplace Sub-Committee**, stating that the Sub-Committee was arranging for gifts, scrolls, flowers, etc. for the **Women of the Year Banquet**. She said the Sub-Committee were also working on the **Free Trade Seminar** which would probably be held at the **Library** on March 31, 1988. The **Labour Council** had offered to contribute financially towards the evening, and would advertise in the newspaper. Flyers were to be distributed at the **Women of the Year Dinner** and sent to all relevant groups.

Mins.-12/4/87 adopted

Executive Cttee. report

- budget

- letter to Editor
re: Davidson column

Women in Workplace
report

- gifts, etc. for
WOY Banquet
- Free Trade seminar

- application for grant
for project

Ms. Rankin said the Sub-Committee hoped to apply for a grant in order to carry out a project focusing on non-traditional jobs at City Hall.

All members to attend
next Exec. Mtg.

It was agreed that all members be invited to attend the Executive Committee meeting on January 25 in order to participate in finalizing Dinner arrangements.

Upcoming community
events & invitations

The Chairperson then informed the Sub-Committee of upcoming Community Events and Invitations.

Other Business:

Suggestion for prepara-
tory wk. to commence re:
pending Federal Election

Alderman Christopherson suggested that the preparatory work be commenced by the appropriate Sub-Committee in the event of a federal election being called during the year. This suggestion was referred to the Executive Committee.

NAC Conference - Free
Trade

Lynn Spencer reported that the matter of Free Trade would be profiled at the NAC Conference that year. She advised that Bill 154 - Pay Equity was implemented on January 1 and, in view of the difficulty in interpreting it, suggested that the Sub-Committee do something, possibly a seminar, to help promote public understanding. The Sub-Committee approved a motion that discussion on this matter be deferred until the March meeting.

WOY winners to be
named @ March mtg.

The Sub-Committee approved the motion that the nominees for Women of the Year Awards, selected at the meeting of January 4, be ratified. NOTE: names will be incorporated into the minutes of the March meeting, when the information will no longer be confidential.

Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Mary Jo McLaren
Chairperson

Stella Glover
Secretary

/jc

Hamilton Status of wOmen

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

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1988 March 29

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1988

URBAN MUNICIPAL

APR 5 1988

GOVERNMENT DOCUMENTS

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1988 April 11
5:45 o'clock p.m.
Room 233, City Hall

Stella M. Glover

Stella M. Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 March 14. (copy attached)
2. Report on Free Trade Forum.
3. Committee Reports:

Executive Committee - Anne Stewart
Women in the Workplace - Lorraine Putnins
Women in Society - Brian Lewis
4. Speaker for Women of the Year, 1988.
5. Sunday Shopping - Joan Balinon.
6. Employment Equity - Lorraine Putnins.
7. Upcoming Community Events and Special Invitations.
8. Information:
(a) Activity Report - 1987/88 (copy attached)
9. Other Business.
10. Adjournment.

Monday, 1988 March 14
5:45 o'clock p.m.
Room 233, City Hall

1

The Hamilton Status of Women Sub-Committee met.

There were present: Mary Jo McLaren, Chairperson
Alderman M. Kiss
Alderman D. Christopherson
Joan Balinson
Doreen Johnson
Brian Lewis
Thelma McGillivray
Mary McKenzie
Anne Stewart
Judy Worsley
Cathy Rankin

Regrets: Betty Kobayashi
Lynn Spencer
Lorraine Putnins

Also present: Stella Glover, Secretary

The minutes of the meeting held 1988 February 8 were adopted.

Joan Balinson drew attention to the fact that the logo on the Free Trade flyers had been removed in order not to give the impression that the Free Trade issue had been pre-judged. However, she pointed out that some flyers had been distributed prior to the amendment being made.

Elections were held for the 1988 Executive, results as follows:

Position	Nominations	Elected
Chairperson	Anne Stewart	Anne Stewart by acclamation
Vice-Chairperson	M. Kiss D. Christopherson	D. Christopherson
Chairperson - Women in the Workplace	L. Putnins	L. Putnins by acclamation
Chairperson - Women in Society	B. Lewis	B. Lewis by acclamation
Member at Large	D. Johnson B. Kobayashi	B. Kobayashi

Mins. 2/8/88 adopted

Free Trade Forum

Elections

Presentation to outgoing Chairperson

Anne Stewart made a presentation to the outgoing Chairperson, Mary Jo McLaren, and thanked her for her hard work and efforts on behalf of the Sub-Committee.

Request from Women's Centre for support to funding appl.

Joan Balinon advised the Sub-Committee of the current status of the Women's Centre and said a request had been received for a letter of support for their funding application. The Sub-Committee moved that a letter of support be sent to the Women's Centre to substantiate their application for funding.

NAC General Mtg. discussed

The forthcoming National Action Committee Annual General Meeting was discussed, and the Sub-Committee adopted a motion that Anne Stewart represent the Sub-Committee as "Delegate" and Judy Worsley as "Alternate" and that the Delegate and Alternate be fully funded by the Sub-Committee. The Sub-Committee further agreed that the registration be paid for the following four observers:

Doreen Johnson
Thelma McGillivray
Cathy Rankin
Mary Jo McLaren

Executive Committee Report

The outgoing Chairperson reported on the Executive Committee meeting and announced that the 1988 Women of the Year Dinner would be held on 1989 February 2 at the Convention Centre. She said a letter had been sent to the Mayor thanking him for his stand against the recently opened "Peep Show" business. The next meeting of the Executive Committee will be Monday, 1988 March 28 at 5:30 p.m.

Women in the Workplace Committee Report

Cathy Rankin reporting on the Women in the Workplace Committee advised that plans were proceeding for the Free Trade Seminar to be held on 1988 March 31 at 7:30 p.m. at the Public Library. She said grant applications had been submitted for the proposed survey of Women in Non-Traditional Jobs at City Hall and Region.

T. McGillivray congratulated on Chairperson-Council of Women

The outgoing Chairperson thanked the Executive Committee for their hard work during the year and congratulated Thelma McGillivray upon being elected Chairperson of the Council of Women. It was noted that a member of the Sub-Committee would now be needed to act as representative on the Council of Women - Alderman Mary Kiss volunteered to do this.

Annual Report read

The outgoing Chairperson read the Annual Report of Committee Activities for 1987/88. She is to attend the next Legislation Committee meeting to present the Report, request approval of funding for the N.A.C. Annual General Meeting and introduce the new Chairperson.

Ideas for the forthcoming year were discussed, and a motion adopted that the Sub-Committee arrange child care for any forums offered for women. A suggestion was made that a person be invited to address the Sub-Committee on Public Speaking - Thelma McGillivray is to find a speaker. A further suggestion was made that the Sub-Committee do something to help visible minority women.

The Chairperson advised the Sub-Committee of upcoming events and special invitations. It was noted that Women's World will be held on October 21-23, 1988.

The National Action Committee response to Bill 95 was discussed, and tabled for further discussion at a future meeting.

Anne Stewart reported on a recent meeting of the Social Planning & Research Council regarding a Provincial plan for housing. She said the Province was proposing that thirteen million dollars be provided for staff to help people find housing. She advised that the Mayor's Food & Shelter Committee would be recommending the funding of a Housing Help Centre.

A request was received from the Elizabeth Fry Society for a letter of support for their programme. The Sub-Committee approved the provision of such a letter of support.

A report was received from Lynda McDermott, the Dinner Co-ordinator, with suggestions for successive years. The Sub-Committee commended Ms. McDermott on an excellent job done, and agreed that a further sum of \$50.00 be paid to Ms. McDermott as re-adjustment of wages.

The Dinner was discussed, and Ellen Fairclough's suggestion that a history be compiled of women in Hamilton politics was considered as a possible future research project. The lack of press coverage for the press conference and dinner was discussed and it was noted that a letter had been sent to the Spectator expressing concern at the lack of coverage of the Guest Speaker.

Anne Stewart reported that she and Joan Balinon had recently taken part in a television show with Cable 14 which would be the start of a new series on Women's Progress.

Ideas for next year discussed

Upcoming community events & spec. inv.

NAC response to Bill 95 tabled

Prov. plan for housing discussed

E. Fry Society req. support for programme

Report from Dinner Co-Ordinator

Hon. E. Fairclough's idea from WOY dinner discussed

Members part in Cable 14 show

List of winners -
1987 Women of the
Year

In accordance with the Sub-Committee's tradition, the following list of names are the 1987 Women of the Year Award Winners:

Arts	- Elizabeth Holbrook
Public Affairs	- Lesley Russell
In the Workplace	- Shirley Molot
Communication	- Marjorie Baskin
Community Service	- Brigadier Elizabeth Peacocke
Health, Sports & Fitness	- Diana Stewart
Special Presentation	- Hon. Ellen Fairclough

Adjournment

There being no further business, the meeting then adjourned.

Next meeting

The next meeting will take place on Monday, 1988 April 11 at 5:45 o'clock p.m.

Taken as read and approved.

Mary Jo McLaren
Chairperson

Stella Glover
Secretary

/jc

Hamilton Status of Women

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

♀ (416) 526-2735

8(a)

ANNUAL REPORT

For March 1987 - March 1988

The following is an outline of the activities of the Status of Women Sub-Committee during the above-mentioned term.

- met with Geoff Scott M.P. on April 18th 1987 to discuss his Committee report of Government Funding for Women's Groups. The final report was very satisfactory.
- liaized with Domestic Violence Council and participated in proclamation for family violence prevention month at City Hall, April 12th, 1987 and May Day May Day workshop on domestic violence on May 7, 1987.
- assisted in update of Battering brochure.
- attended National Action Committee on the Status of Women annual meeting in Ottawa, May 8th - 11th and participated in the lobby at the House of Commons, etc.
- responded to numerous requests from the National Action Committee to write letters of support concerning different legislation, and met with Fleurette Osborne, a member of the N.A.C. executive and the Employment Equity Co-ordinator at McMaster University.
- attended Mothers Day Walk for Peace.
- met with Maggie Fischbuch, Housing Policy Development Officer and supported efforts for increased affordable housing in Hamilton.
- prepared a brief containing issues of concern to women for the candidates in the area in the Provincial Election held on September 10, 1987. The brief was sent to all candidates and a Press Conference was held at City Hall on September 1 to discuss the issues and the brief.
- participated in Women's World, October, 1987, by having a display booth for the Sub-Committee. Committee members tended the booth for the weekend and were available to meet the public, answer questions, and advertise upcoming functions.
- provided representation to the local Council of Women and the Women's Centre in Hamilton, and supported many local women's organizations by writing letters of support (eg. Elizabeth Fry Society, Interval House, Tammi's, etc.).

- wrote numerous letters to individual women for particular achievements.
- attended functions sponsored by Sexual Assault Centre (eg. Take Back the Night March), Business and Professional Women's Club (guest speakers Shirley Martin, M.P. and Marion Dewar, M.P.), Elizabeth Fry Society, etc.
- supported and attended the Black Women's Conference, July 16, 1987.
- over 60 events were attended by 88 representatives (of our membership of 14) during the past year.
- participated in the appeal to end discrimination against single mothers when applying for Student loans. This appeal was successful, as the criteria changed and the discrimination lifted. Many women's groups participated in the appeal.
- co-sponsored the Women and Politics Conference held January 29 and 30, 1988, with the local Council of Women. Over 200 women attended the Conference with speakers such as Sam Ion, Iona Campagnola, Sylvia Gold, Dr. Sylvia Bashevkin, Joyce Fairburn, etc. On the Saturday evening, Diane Gordon, actress, presented a one-woman show based on the life of Agnes MacPhail, M.P.
- hosted the annual Women of the Year Banquet, where 6 outstanding women were chosen in 6 different categories. A special tribute was also paid to the Hon. Ellen Fairclough. Over 820 attended the dinner which was the highest turnout we have had to date. Guest Speaker was Dr. Rasalie Bertell, nuclear physicist and environmental health expert.
- the ground work was done and an application completed for a summer student project on Non-Traditional Jobs in the Region.
- preparations were made for a debate on Free Trade, which is scheduled for March 31, 1988. The speakers will address the effect of Free Trade on Women, and two will speak in favour of free trade and two will speak against it. This event is co-sponsored by the Hamilton & District Labour Council - Women's Committee.

Submitted by: Mary Jo McLaren
Chairperson
Hamilton Status of Women
Sub-Committee

March 14, 1988.

Hamilton Status of Women

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

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1988

1988 April 29

URBAN MUNICIPAL

MAY 1988

GOVERNMENT DOCUMENTS

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee

1988 May 9

5:45 o'clock p.m.

Room 233, City Hall



Stella M. Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 April 11. (copy attached)
2. Committee Reports:
 - Executive Committee - Anne Stewart
 - Women in the Workplace - Lorraine Putnins
 - Women in Society - Brian Lewis
3. Presentation on Custody and Access - Thelma MacGillivray.
4. Report on Tami's - Joan Balinon
5. Female Circumcision. (copy attached)
6. Upcoming Community Events and Special Invitations.
7. Discussion on N.A.C. Resolution
8. Other Business.
9. Adjournment.

Monday, 1988 April 11
5:45 o'clock p.m.
Room 233, City Hall

1

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Alderman M. Kiss
Mary Jo McLaren
Cathy Rankin
Mary McKenzie
Betty Kobayashi
Thelma McGillivray
Doreen Johnson
Joan Balinson
Brian Lewis
Judy Worsley
Lorraine Putnins

Regrets: Alderman D. Christopherson

Also present: Stella Glover, Secretary

The Chairperson welcomed everyone to the meeting, and asked for the Sub-Committee's opinion regarding the meeting time. The consensus of the Committee was that the time of the regular meetings remain at 5:45 p.m. in order that as many members as possible could attend. The Chairperson said the meetings would therefore remain at 5:45 o'clock p.m. and asked that everyone make an effort to be in attendance for the start of the meeting.

Welcome
-discussion on
starting time

The minutes of the meeting held 1988 March 14 were adopted.

Minutes-3/14/88

Cathy Rankin reported the the Free Trade Seminar held on March 31, had been successful with approximately 55 people in attendance and accurate press coverage. Letters of thanks are to be sent to the Hamilton Spectator and CKOC.

Report on Free Trade
Seminar

The Chairperson gave the Executive Committee report and said that the outgoing Chairperson had attended the Legislation Committee meeting on March 21 to advise of the new executive, present the Annual Report and obtain permission for representatives to attend the National Action Committee Annual General Meeting.

Report of Executive
Committee

The Executive Committee had met on April 11 and a new Sub-Committee structure would be as follows:

Sub-Committee
structures

Women In Society - Brian Lewis, Chairperson
Mary McKenzie
Mary Kiss
Joan Balinson
Mary Jo McLaren
Judy Worsley

Women in the Workplace - Lorraine Putnins, Chairperson

David Christopherson

Lynn Spencer

Thelma McGillivray

Doreen Johnson

Cathy Rankin

Member at Large - Betty Kobayashi

Revised Guidelines

Revised Guidelines for the Sub-Committee were circulated and the Sub-Committee agreed that the Revised Guidelines be submitted to the Legislation Committee for approval.

Members to make presentations on topics of interest

The list of information topics for each member was discussed, and a five minute presentation is to be made by each member on her chosen topic at future meetings.

Women of the Year-'88

Correspondence regarding Women of the Year Dinner was read and the format for the 1988 Dinner was discussed. The following names were suggested as possible speakers for the 1988 Dinner:

-speakers

1. Abby Hoffman - Sports Canada.
2. Michelle Lansburg - Globe and Mail.
3. Sylvia Gold - National Advisory Council.
4. Rosemary Brown.
5. Roberta Bondar
6. Mila Mulroney.

Letters are to be sent to Abby Hoffman and Michelle Lansburg simultaneously regarding their availability, honourarium, etc. to speak at the 1988 Women of the Year Dinner.

Reports from Women in the Workplace & Women in Society

Lorraine Putnins reported for Women in the Workplace and Brian Lewis reported for Women in Society. The first meeting of both these Sub-Committees was to take place immediately following the regular meeting that evening.

Information topic presentations-Sun. Shopping; Employment Equity

The first two presentations were made on Information Topics. Joan Balinson spoke on Sunday Shopping, and Lorraine Putnins spoke on Employment Equity. The Chairperson thanked the speakers and asked for volunteers to speak at the next meeting. Thelma McGillivray volunteered to speak on the topic of Custody and Access, with particular regard to the Private Members Bill for joint custody put forward by Dr. Henderson and which was being challenged by the local Council on Domestic Violence.

1988 April 11

The Chairperson advised the Sub-Committee of upcoming events and special invitations.

Discussion took place on a letter from the Municipal Committee For Disarmament. Judy Worsley is to obtain more information and relay the Sub-Committee's concerns in this regard.

The Women's World application was discussed, and it was agreed that the Hamilton Status of Women Sub-Committee take a booth again in 1988 at the Women's World Convention for the price of \$800.00.

A suggestion was made that members attending the National Action Committee Annual General Meeting should have business cards. Joan Balinson will have representatives names printed on the Hamilton Status of Women business cards.

Joan Balinson reported for the Women's Centre, stating that an all-day retreat was to be held that week-end to plan the next year's activities. She advised the Sub-Committee that the Women's Centre had temporarily lost their charitable status but were attempting to have this reinstated.

Thelma McGillivray informed the Sub-Committee of a letter which she had written to Iona Campanola with regard to female circumcision. Copies of an article on female circumcision are to be distributed to the Sub-Committee and this item is to be raised at the next meeting.

Concerns were expressed with regard to the Change of Name Act and Alderman Kiss said she would look into this matter.

There being no further business, the meeting then adjourned.

Taken as read and approved.

Anne Stewart
Chairperson

Stella Glover
Secretary

/jc

Correspondence from
Mun. Cttee. Disarmament

Women's World

NAC G.M.

Report from Women's
Centre

Correspondence re:
female circumcision

Change of Name Act

Adjournment

FEMALE GENITAL AND SEXUAL MUTILATION

FRAN P. HOSKEN

In February, 1987, the "Safe Motherhood" Conference was held in Nairobi, Kenya, sponsored by the World Bank together with the World Health Organization (WHO) and UNFPA (United Nations Fund for Population Activities) as co-sponsors. After many

speeches by high-paid male international agency personnel, World Bank President Barber B. Conable, a former United States Congressman who has headed the bank since 1986, made what the New York Times called a generous offer: he promised one million dollars for a fund set up by the Bank to improve childbirth conditions around the world. Statistics by WHO published at the Conference confirm that an estimated 500,000 women around the world die each year due to pregnancy, and that the vast majority of them live in the poorer developing countries, specifically South-East Asia and Africa.

First of all, it must be noted that most of these deaths could be easily prevented with the simplest, readily available means that are known everywhere, such as improved hygiene, childbirth and health education and better nutrition, especially for pregnant and lactating women, up to 80% of whom are anemic. Although WHO has known these facts for many years, and has even stated that they could not reach their goal "Health for All by the Year 2000" because of the dismal conditions of women's health, especially regarding pregnancy and childbirth, nothing has been done internationally by WHO or anyone else.

The one million dollars offered by Conable is not even a drop in the bucket, even should the goal of five million dollars be reached. It adds insult to injury if one estimates the number of women in need: adding the female population of the most populous countries of South-East Asia and Sub Saharan Africa, this "Fund" means about 1/2 to 1-1/2 cents per woman!!



I do not believe that any World Bank President would dare to offer such a contribution to any activity designed for men, especially when one considers that at least three times this amount was spent on the Conference. Considering the huge air transportation costs to Nairobi, it was also predicable that hardly any women from the world-wide

women-centered childbirth movement could attend or participate. No direct "Plan of Action" was adopted and after their safari to Kenya, no more has been heard from WHO, the World Bank, UNFPA or anyone else, and women's needs for health are forgotten, as usual.

During this male-dominated world meeting on childbirth, obstructed labour was one of the issues discussed as reason for the "unacceptably" high death rates in childbirth in developing countries, especially in Africa, where many women do not survive childbirth. One reason was never even mentioned: genital mutilation. One searches in vain through Conference papers to find any mention of female circumcision/genital mutilation (FC/GM), though a very large part of the female population even in Kenya is still mutilated, especially in rural areas. Except for the Luo, an ethnic group living near Lake Victoria, most groups and especially the Kikuyu still subject their daughters to FC/GM, despite the recent prohibition of President Daniel arap Moi, who called a halt to the operations in the summer of 1982. However, this was not followed up by any information or health education campaign. This prohibition was announced in all the Kenyan hospitals, including missionary hospitals, indicating that the operations were also practiced by physicians in modern medical settings, despite the fact that FC/GM is a violation of medical ethics as well as a gross abuse

of human rights.

Obstructed labour is one of the direct results of genital mutilation since scar formation prevents dilation: In rural areas no trained midwives are available and for the most part, hospitals exist only in the large cities. Countless women die as a result or suffer permanent damage, such as fistulas. Infibulation deliberately closes the introitus (entrance to the vagina) and makes unassisted childbirth impossible.

Three kinds of operations, popularly called female circumcision, are performed in Africa and the Middle East today. However, "female circumcision" is a biologically and medically incorrect term, since it is a far more drastic operation than male circumcision in that an organ is removed. The definitions by gynecologists are derived from observations and case histories; that is, after the fact, rather than by the operators, who are for the most part illiterate women with no knowledge of anatomy. All the operations are performed without anesthetic, often on struggling children held down by force, frequently on the ground under highly septic conditions, using a variety of tools.

The medical literature first describes circumcision or Sunna-circumcision as the removal of the clitoral prepuce and the tip of the clitoris. "Sunna" means tradition in Arabic. But to remove the prepuce of the clitoris, which is a very delicate operation when performed on a child, would require great skill, good light, surgical tools, an anesthetized, motionless body, quite aside from a thorough knowledge of anatomy. None of these conditions exist

where these operations are done in Africa and the Middle East in dark huts, with crude knives or any other cutting tools. What is done in reality is cutting away whatever the operator can get hold of, part or all of the clitoris and often part of the labia minora (small lips).

Excision or clitoridectomy, the most frequent operation, consists in the removal of the entire clitoris, usually together with the adjacent parts of the labia minora (small lips) and sometimes all of the external genitalia, except parts of the labia majora (large lips). Some operators make additional cuts to enlarge the opening of the vagina as this is believed to make childbirth easier. (The opposite is true.)



Infibulation or pharaonic circumcision (excision with infibulation) means that the entire clitoris and the labia minora are cut away, the two sides of the labia majora are partially sliced off or scraped raw and then sewn together, often with catgut. In Sudan and Somalia, thorns are used to hold the two bleeding sides of the vulva together, or a paste of gum arabic, sugar and egg is used. The introitus is thus obliterated, which is the purpose of the operation, except for a tiny open-

ing in the back to allow urine, and later menstrual blood, to drain. The legs of the girl are tied together immediately after the operation, and she is immobilized for several weeks until the wound of the vulva has closed, except for a small opening that is created by inserting a splinter of wood or bamboo.

The mortality of girls and women due to all these operations is no doubt high; but no records are kept anywhere. Priary fatalities are not recorded and death in childbirth, due to obstructed labour, is never related to genital operations.

The objective of infibulation is to make sexual intercourse impossible. At present, infibulation is practiced mostly by Moslems, according to all available sources, because of the importance and value they attach to virginity. Infibulation is performed to guarantee that a bride is intact; the smaller her opening, the higher the price. A girl is often inspected by the female relatives of the husband-to-be before the bride price is paid. The bride price, whereby the husband or his father pays the father of the girl a considerable sum in cash or kind, is still a marriage requirement almost everywhere in Africa and the Middle East.

Infibulation may also occur spontaneously by adherence of the wounded sides of the labia, especially where excessive excision operations are performed. This has been noted in parts of Mali and Burkina Faso, as well as in other areas of West Africa.

Women who are infibulated have to be cut open to allow penetration, and more cuts are needed for delivery of a child. Wives

are traditionally re-infibulated after the baby is born, and when the child is weaned, they are opened again for intercourse. During her reproductive life, a woman used to go through this process with each child. In some areas, it still continues today.

In West Africa, infibulation is usually not done by sewing or other fastening devices. The same results are achieved by tying the legs of the girl together in a crossed position after the operation. On a visit to Ouagadougou, Burkina Faso in 1977, I was in the maternity hospital when a woman in labour with her first child was brought in. She could not deliver, since she was almost completely closed. There was nothing at all left of her external genitalia. She had evidently conceived through a tiny opening.

Infibulation is practiced in the Sudan, and in adjoining areas: throughout Somalia, parts of Ethiopia, Southern Egypt and

Northern Kenya, and in some areas of West Africa, including Mali. It is the most drastic and damaging operation. It is also called "pharaonic" because according to historical documents, this operation was practiced in ancient Egypt more than 2,000 years ago.

The term infibulation is derived from fibula, which means clasp or pin in Latin and goes back to the old Romans: a fibula was used to hold together the folds of the toga, which was the loose garment all Roman men wore. The Romans also fastened together the large lips of slave girls to prevent them from having sexual intercourse, since becoming pregnant would hamper their work.

AN EYEWITNESS REPORT

An eyewitness description of an operation in Somalia follows:

"With the Somalis, the circumcision of girls takes place in the home among women relatives

and neighbours. The grandmother or an older woman officiates. At each occasion, usually only one little girl, or at times two sisters are operated; but all girls, without exception, must undergo this mutilation as it is a requirement for marriage. The operation itself is not accompanied by any ceremony or ritual.

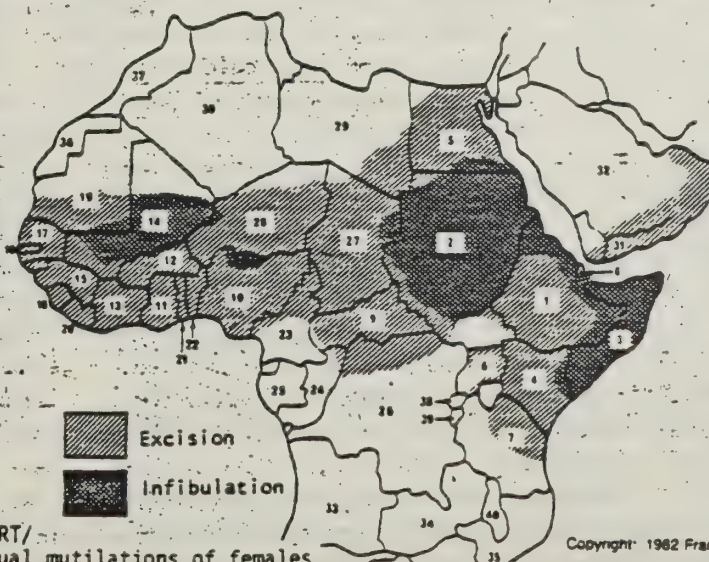
"The child, completely naked, is made to sit on a low stool. Several women take hold of her and open her legs wide. After separating her outer and inner lips, the operator, usually a woman experienced in this procedure, sits down facing the child. With her kitchen knife the operator first pierces and slices open the hood of the clitoris. Then she begins to cut it out. While another woman wipes off the blood with a rag, the operator digs with her sharp fingernail a hole the length of the clitoris to detach and pull out the organ. The little girl, held down by the women helpers, screams in extreme pain.

TOTAL NUMBER MUTILATED FEMALES: Estimated more than 79.97 (about 80 million)

The population figures shown are from official publications of each government (1979/80). Average population growth: 2.5-3.0% /yr. in Africa. Therefore, another 4 million (5% for two years) should be added for a total of

84 MILLION MUTILATED GIRLS AND WOMEN IN 1982 FOR CONTINENTAL AFRICA.

1. ETHIOPIA
2. SUDAN
3. SOMALIA
4. KENYA
5. EGYPT
6. UGANDA
7. TANZANIA
8. DJIBOUTI
9. CENTRAL AFRICA
10. NIGERIA
11. GHANA
12. UPPER VOLTA
13. IVORY COAST
14. MALI
15. GUINEA
16. SIERRA LEONE
17. SENEGAL
18. THE GAMBIA
19. MAURITANIA
20. LIBERIA



21. TOGO
22. BENIN
23. CAMEROON
24. CONGO
25. GABON
26. ZAIRE
27. CHAD
28. NIGER
29. LIBYA
30. ALGERIA
31. SOUTH YEMEM
32. SAUDI ARABIA
33. ANGOLA
34. ZAMBIA
35. MOZAMBIQUE
36. SAHARA
37. MOROCCO
38. RWANDA
39. BURUNDI
40. MALAWI

From: THE HOSKEN REPORT/
genital and sexual mutilations of females

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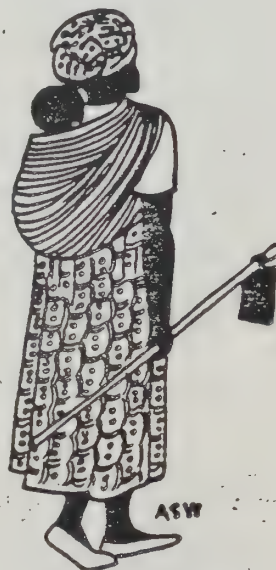
"The operator finishes this job by entirely pulling out the clitoris, cutting it to the bone with her knife. Her helpers again wipe off the spurting blood with a rag. The operator then removes the remaining flesh, digging with her finger to remove any remnant of the clitoris among the flowing blood. The neighbour women are then invited to plunge their fingers into the bloody hole to verify that every piece of the clitoris is removed.

"But this is not the end. The most important part of the operation begins only now. After a short moment, the woman takes the knife again and cuts off the inner lips (labia minora) of the victim. The helpers again wipe the blood with the rags. Then the operator, with a swift motion of her knife, begins to scrape the skin from the inside of the large lips.

"With the abrasion of the skin completed, according to the rules, the operator closes the bleeding large lips and fixes them one against the other with long acacia thorns.

"At this stage of the operation the child is so exhausted that she stops crying, but often has convulsions. The women then force a concoction of plants down her throat.

"The operator's chief concern is to leave an opening no larger than a kernel of corn or just big enough to allow urine, and later the menstrual flow, to pass. The family honour depends on making the opening as small as possible because with the Somalis, the smaller the artificial passage is, the greater the value of the girl and the higher the bride price.



"When the operation is finished, the woman pours water over the genital area of the girl, and wipes her with a rag. Then the child, who was held down all this time, is made to stand up. The women then immobilize her thighs by tying them together with ropes of goat skin. This bandage is applied from the knees to the waist of the girl,

and is left in place for about two weeks. The girl must remain lying on a mat for the entire time, while excrement evidently remains with her in the bandage.

"After that time, the girl is released and the bandage is cleaned. Her vagina is now closed, and remains so until her marriage. Contrary to what one would assume, not many girls die from this torture. There are, of course, various complications which frequently leave the girl crippled and disabled for the rest of her life."

The vast majority of Somali women are operated on in this way. According to a detailed description in the medical literature, in Mogadishu, the capital, infibulations are done in the city hospital by specially trained male nurses for those who can pay. Somali physicians have never denied this. The hospitals are supported in part by contributions from European countries, who presumably also finance the mutilation of the female children of Somalia - no questions asked.

Most Africans who practice these operations believe that excision is a custom decreed by the ancestors; therefore, it must be complied with. Most often, men refuse to marry girls who are not excised. Since marriage is still the only career for women in most of Africa and the Middle East, the operations continue. "No proper Kikuyu would dream of marrying a girl who had not been circumcised," stated Jomo Kenyatta, the revered leader of Kenya in his book Facing Mount Kenya, which was written in the 1930s and continues to be published.

As President of Kenya for life, Kenyatta had great influence on

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WOMEN'S
INTERNATIONAL
NETWORK

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Africans well beyond the borders of Kenya, and his much-quoted statement is responsible for the mutilation of many thousands of helpless little girls and untold suffering and death.

Excision, by cutting out the most sensitive tissues of a woman's body, extinguishes sexual sensitivity and response to touch. That it is recognized in Africa and the Middle East is confirmed by the reason most frequently given for the operations, which is to keep the "moral behaviour of women in society", and "to assure the faithfulness of women to their husbands", who usually have several wives. In many ethnic groups, for instance in Mali and French-speaking West Africa, the operation is traditionally performed just before marriage, as a puberty rite. It is claimed that a woman can be accepted into adult society and get married only after she is operated on.

In the Sudan and the Middle East, and in Moslem societies, for instance in Somalia, it is said that a woman is incapable of controlling her sexuality; hence she must be excised or infibulated, or she will disgrace her family. A woman who is not mutilated is considered to be a prostitute.

Excision is also perceived as a way to increase fertility, and the wish of most women is to have as many children as possible, especially sons, on which their status in society depends. The biological facts about reproduction are unknown or ignored. It is widely believed in Mali, Burkina Faso and all over West Africa that the clitoris connotes maleness, and the prepuce of the penis, femaleness. Hence, both have to be removed before a person can

be accepted as an adult in his/her sex and society. It is also believed that a girl who is not operated on will run wild and disgrace her family. In Egypt, aesthetic reasons are sometimes cited for the operation, and this is occasionally cited in other areas of Africa as well. It is said that women's external genitalia are ugly and must be removed to make her acceptable to a man.



Hypertrophy of the clitoris, by which is meant an unusual enlargement of that organ, is cited as reason for excision in Ethiopia and also in parts of Nigeria. The Roman Catholic Church has sanctioned the mutilation of all female children of its converts on these grounds since the 17th century when the Pope sent a medical mission to Ethiopia.

Health reasons are often cited, especially in urban areas where the traditional myths are forgotten. Cleanliness is the reasons given by middle class women in areas as far apart as Cairo and Bamako, Mali. In Sudan, the operation is also connected with cleanliness and is called "Tahur", which in Arabic means purity. A woman is considered dir-

ty and polluted unless she is operated. The same is often said in Somalia.

Many of the reasons given by local populations are quite similar, though they have been arrived at quite independently, as no connection or communication exists between the population groups involved. Most of these myths are promoted by men, which once more documents the amazing world-wide similarity of male attitudes towards female sexuality.

Obviously, all of the myths are designed to justify and continue the operations, from which men derive power and control over woman as a group. This is of course the real reason why these operations continue today, and why they are rapidly being introduced into the modern sector throughout the African continent with the collusion of Western men, and especially the male-dominated health system. Though the social rites and ceremonies are minimized or forgotten, the surgery continues, and a lot of money can be made from this.

The operations are now performed on much younger children, especially in the towns, as it is feared that the girls will resist once they go to school. Even in areas where the operations were traditionally a coming-of-age custom, they are now done on very young children, sometimes a few years old, or even shortly after birth. The stated purpose of the operation - introduction to adult life - has disappeared. Nevertheless, the mutilations continue to be practiced, even in families of government officials and political leaders. The reasons given by these men, many of whom have been to European or North American universities, are "tradi-

tion"; yet these men have often rejected all African traditions in their Westernized personal lives.

For instance, a Somali delegate to a United Nations Conference replied "yes" when he was asked if he had all his daughters infibulated. I asked him why: "It is the custom - everyone does it."

It would be interesting to make a survey among African and Middle Eastern ambassadors and United Nations delegates to learn how many of them have their daughters excised and/or infibulated, and why.

Over the centuries, and due to their isolation, women have come to believe that the operations are "necessary". Indeed, many women think that they are done all over the world. Thus, they are accepted as "natural".

The wholesale support of cultural traditions by anthropologists without critical evaluations of the often terrible damage done to the most vulnerable members of each community - children, especially female children and women - is completely irresponsible. There is hardly a major development program in Africa by the U.S. Agency for International Development, especially in health, that does not consult an anthropologist. I have frequently run into those "develop-

ment advisors" who impose their ethnocentric views on multi-million dollar health programs in Africa. As a result, the terrible health damage done to girls and women by traditional practices is ignored because it is the "culture".



I testified repeatedly before Congressional Committees, especially those concerned with appropriations for Foreign Aid, to attract attention to the health needs of women, especially in Africa, and about the modernization of FC/GM, which is a violation of human rights.

"My research in Africa shows," I stated in my testimony, "that genital mutilations are increasingly performed in the modern sector of Africa, including in

hospitals, often on small babies, stripped of all traditional rites. This is a gross abuse of modern medicine. As Editor of WIN NEWS, I must advise this Committee that frequently health equipment, tools and training contributed by the U.S. and other Western donors are used to mutilate female children. Speaking for American women and taxpayers, I strenuously object to the use of U.S. monies and contributions to carry out sexual castrations - that is, clitoridectomies and infibulations - on non-consenting children in Africa and the Middle East."

It should be noted here that two years ago, Britain passed special legislation to prohibit "female circumcision". A special bill, which was extensively discussed in Parliament, was passed because the British press had reported that enterprising private Harley Street physicians had performed the operation for wealthy Africans, no doubt for a suitably high fee.

Other European countries, including Norway and Sweden, where a few years ago a major scandal erupted when it was learned that a Swedish physician operated on a child of African immigrants, circulated specific orders to prohibit the operations throughout their health care services.

In France, the operations are automatically excluded in the Criminal Code under the physical abuse of children. Since excision is the removal of a healthy organ, it is a criminal offense for a surgeon to become involved. In the past several years, three little girls have died in France as a result of excision operations; they were daughters of families from Mali. Two were operated on by their fathers, who cut them with a pocket

THE HOSKEN REPORT

GENITAL and SEXUAL MUTILATION of FEMALES

From P. Hosken

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knife. The third was operated on by an "excisor" brought to France from Mali to operate on all the female children of African immigrants. The three girls bled to death. When their parents finally brought them to the hospital, they had lost too much blood to be rescued. Yet another little girl was saved by a blood transfusion.

In another case, a father from Mali had operated on his seventh newborn daughter, though he was explicitly warned by health service officials that the operation was prohibited. The man is now in criminal court for murder, although he pleaded that he was only following the wishes of his ancestors and the traditions of his country of origin. It was pointed out in court that the French law was unequivocal on the subject, and that he had been warned. In addition, the women attorneys documented FC/GM as a gross violation of human rights.

The death toll from these mutilating operations has never been determined anywhere, not even as the immediate result of the operations. However, in Bamako, the midwives in the city hospital can tell endless stories. Every family, especially in West Africa, knows of a child who has bled to death as a result of the operation.

The midwives in Gabriel Touré Hospital in Bamako, and indeed in all hospital and maternity wards all over Africa, have to deal with the terrible results of the operations, results which make normal childbirth impossible. Young women are often brought in after several days of labour, unable to break open the obstruction; a bridge of scar tissue, the result of drastic

excision which can be the same as infibulation.

THE WHO SEMINAR IN KHARTOUM: THE BEGINNING OF CHANGE

As temporary advisor to WHO, sponsor of the groundbreaking seminar on "Traditional Practices Affecting the Health of Women and Children" in Khartoum, Sudan, I presented an overview of FC/GM around the globe. This 1979 meeting opened up the international discussion of the mutilations which had been a taboo subject until then. The seminar attracted worldwide attention, but limited action followed, even though delegations from the health departments of nine African and Middle Eastern countries, a number of observers as well as many Sudanese physicians and health officials attended.

Four recommendations were unanimously voted by the delegates at the end of this fateful meeting:

- Adoption of clear national policies for the abolishment of female circumcision;
- Establishment of national com-

missions to coordinate and follow up the activities of the bodies involved including, where appropriate, the enactment of legislation prohibiting female circumcision;

- Intensification of general education of the public, including health education at all levels, with special emphasis on the dangers and the undesirability of female circumcision;

- Intensification of education programs for traditional birth attendants, midwives, healers and other practitioners of traditional medicine, to demonstrate the harmful effects of female circumcision, with a view to enlisting their support along with general efforts to abolish this practice.

It took WHO many years to decide to organize this health seminar from the time the United Nations Commission on the Status of Women first officially requested that the agency research the health consequences of FC/GM. WHO claimed that they were not competent to act, as FC/GM was a cultural and social concern. That hundreds of little girls annually die a torturous death and even more women are killed needlessly due to obstructed labour did not seem to bother the decision-makers at WHO.



Both WHO and UNICEF claimed for many years that only a few people in "remote areas" were practicing FC/GM. Not until after I published my research and the extensive information I had collected, mostly from midwives, gynecologists and maternity wards in Africa in the Tropical Doctor, one of the most widely distributed international medical journals published in the United Kingdom, did WHO organize the seminar in Khartoum. Based on country reports of ethnic groups, my latest estimate is that at least 84 million girls and women living in continental Africa have been mutilated.

After the WHO seminar in Khartoum, and to assist with the implementation of the recommendations, I developed educational materials, including The Childbirth Picture Book (CBPB) to teach the biological facts about reproduction and childbirth. The CBPBs have Additions to prevent excision and infibulation, and are available in English,

French and Arabic with the Additions. They have also been translated into Spanish, and are printed in India in Hindi and Gujarati by CHETNA (a women-organized and run health education group) in Ahmedabad. These multi-ethnic teaching books are distributed all over the world to community health workers. They can be understood regardless of language or literacy by women and their families, and they explain the reproductive process in pictures with straight-forward explanations. Large flip-charts and slides, which use the same graphics, are also available. More than 25,000 books have been distributed, most of them in Africa, and thousands have been donated to Midwifery Schools, whose young graduates take them into the villages. They are also used for training traditional birth attendants, most of whom are highly skilled but often cannot read. But much more needs to be done to make the facts about reproduction accessible and to

make women and their families aware of the damage done by FC/GM. It is a fact that this basic information is not available or is not understood, especially the relationship between problems in childbirth and the operations.

Multi-media information programs for the general public were extensively discussed by all delegates at the Khartoum Seminar. As far as I know, no such effort has ever been initiated anywhere. Yet TV exists in most African capitals, although it is radio which reaches the rural areas. Much could be done through visual teaching, especially regarding reproductive health, childbearing and sexuality. UNICEF, WHO and all UN agencies working in Africa need to rethink and reorganize their activities, as do the many non-governmental organizations concerned with health and family planning. To date, they have failed to address sexual practices such as genital mutilation.

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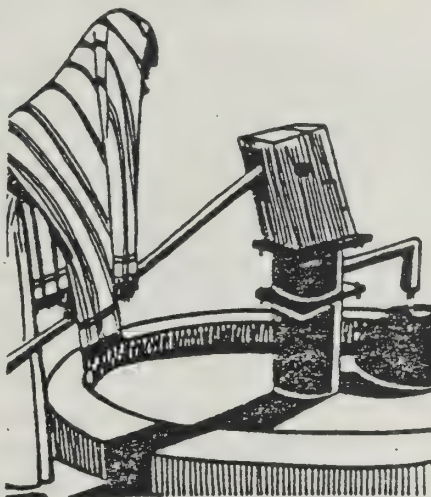
• INDIVIDUALS
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Given these facts and the recommendations made by the WHO Seminar in Khartoum in 1979, it is appalling that FC/GM and the WHO Seminar were entirely ignored at the "Safe Motherhood" Conference in Nairobi, despite the fact that was co-sponsored by WHO.

The Inter African Committee of Women was organized with international support at a Conference held in Dakar in 1982. The recommendations made in Khartoum were confirmed during this Conference. Women from most of the French-speaking countries of West Africa participated in this nongovernmental meeting. Today women's groups have been organized in many African capitals to work for the abolishment of damaging traditional practices affecting women. They presented their research and held meetings at the FORUM of the United Nations Decade Conference for Women in Nairobi in 1985.

As an accredited non-governmental organization at the United Nations, the Inter African Committee has offices in Geneva and Addis Ababa and recently held another all African meeting in Ethiopia with more women from different African countries joining this group to work for the abolition of damaging traditional practices, from child-marriage to all kinds of nutritional taboos as well as different forms of genital operations. A newsletter is now published in both English and French and many research reports have been written. But there is a great deal of work ahead: that of going to the villages and teaching women and families. This takes much time and has few rewards; it requires the kind of commitment that is hard to find and it must be done in Africa by Africans, including the leaders of each ethnic

group. But in all this, very few African men have been heard from, yet all the important decisions affecting each and every family are made by men.



Following the prohibition of FC/GM by President Moi of Kenya, other African Heads of State declared FC/GM to be damaging, and requested that it be stopped. But nowhere has any health or childbirth education even begun on a large scale or by radio, which reaches the remotest areas of Africa. Except for a few physicians working for health ministries, African men have said little or nothing; yet it is the requirement of an operated bride that perpetuates the mutilations. Marriage is still the only career for almost all women in Africa, and as long as men will marry only women who are mutilated, the operations will continue.

Though no reliable statistics are available, information published by WHO shows that AIDS is very wide-spread in Africa. As well, Africa is the only area in the world where AIDS affects as many women as men. In urban hospitals, where some tests have been conducted, results are alarming; they show that a very large number of people - both

women and men in almost equal numbers - are carrying the antibodies. This usually means that they have had sexual contact with an infected person, and may develop symptoms themselves. AIDS is transmitted through the bloodstream; genital mutilation most often results in lacerations during sexual intercourse, especially with a young bride, offering the perfect opportunity for the transmission of AIDS.

The infection of women in equal numbers as men has devastating potential, since children born to infected women have AIDS. The number of AIDS-infected children is rapidly increasing in Africa, according to information available in city hospitals.

Male violence is widely practiced within the family and often involves injuries and sexual abuse; all this provides much opportunity of spread AIDS. Needless to say, this is not discussed in the reports about AIDS in Africa by physicians, as they almost never talk to women.



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Men, especially foreign ones, have no access to women at all, except for those few in the capital cities who have adopted a western lifestyle, including wives of politicians. As well, most Western physicians also find it below their dignity to consult midwives in developing countries.

Most of the facts reported here are ignored in the medical literature and in the research on AIDS in Africa, which has failed to explain why only in Africa are as many women as men are infected with AIDS. As well, the requirement that blood must flow on the wedding night of every Moslem marriage to confirm the virginity of the bride is ignored in medical research. Yet this is the perfect opportunity to infect the bride with AIDS. All these "customs" are discussed in the Hosken Report - Genital and Sexual Mutilation of Females, published in 1979 (third edition 1982-83 by WIN NEWS).

The time has come to take action, for physicians and WHO to start paying attention where women are concerned and to find out what is really going on by consulting women, especially birth attendants and midwives in Africa and the Middle East. These women, most of whom are

very poor, have little international support, yet they serve the vast majority of the population in greatest need of health care: women and young children.

The Childbirth Picture Books have proven to be excellent tools for explaining reproduction to people, regardless of language or literacy. They are used all over the world, and have an excellent track record according to those who teach with them. Training programs for traditional birth attendants, most of whom are illiterate, are starting to be organized and are receiving international support in some African countries and in other countries around the world. But more needs to be done. Primary health training programs, which have been initiated all over the developing world in recent years, still neglect the training of women, which should be given priority and much more international support. However, it is also important to reach the general public, not just people working in the health care sector, if women and families are to be freed from the damaging myths which surround female sexuality, and which support the mutilation of girls and also many other damaging customs and practices. Some of these

were discussed by the health delegations at the WHO Seminar on traditional practices.

Why conceal the facts about FC/GM when prevention of AIDS is the only hope at present? Prevention means that the sexual practices and especially the frequent sexual violence of men must be changed before the entire female population is infected. And women transmit the disease to children, not men. Saving women from the infection should be the most urgent priority.

WIN (Women's International Network) NEWS has published a column "Female Circumcision/Genital and Sexual Mutilation" in every issue (quarterly) since 1975 where information, including contacts, is reported from all over the world. WIN NEWS: 187 Grant Street, Lexington, MA 02173, USA.

Fran P. Hosken is editor of WIN NEWS. She was temporary Advisor to the World Health Organization at the Seminar on "Traditional Practices Affecting the Health of Women and Children" held in Khartoum in 1979 where for the first time the issue of FC/GM was discussed in an international governmental meeting with nine African and Middle Eastern countries sending health department delegations.

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UPDATE ON NIGERIAN AIDS AND FEMALE GENITAL MUTILATION CAMPAIGN

HANNAH EDEMIKONG

The Campaign the Women's Centre launched against AIDS and the practice of female genital mutilation in November, 1986, is now just over one year old. The Campaign was launched because of the staggering number of AIDS carriers in Africa. And although the overwhelming majority of Western victims are male homosexuals and intravenous drug users who share dirty needles, the reverse is true in Africa, where the majority of victims are women.

Recent research findings have confirmed that the practice of female genital mutilation opens genital sores. Easy access is provided to the HIV virus and other sexually transmitted diseases through these lacerations and the flow of blood which is caused by genital mutilation and other sexual practices of men. Once the HIV virus enters the bloodstream, it rapidly multiplies among the white cells. Thus AIDS has many opportunities to reach women in Africa.

The Campaign was also prompted by our profound belief that most African women are suffering because of traditional practices and are dying from diseases because they lack practical information which could change their lives. Some African women have raised the issues of female genital mutilation and AIDS at international conferences, but there has been very little or no local initiative to stop the practice and the spread of AIDS.

As a self-help, non-governmental women's organization with limit-

ed funds, our greatest problem has been lack of funds to run the campaign. We had to make appeals to concerned women and feminist and women's groups and organizations to help us. Although the majority of women who read our appeal failed to respond, a few concerned women sent donations. With this support, we were able to cover over 100,000 square kilometres of our countryside and have been able to meet with five million rural women, whom we persuaded to refrain from the practice of female genital mutilation. All the women we have met have shown the willingness to refrain from the practice in order to safeguard themselves against AIDS and other sexually transmitted diseases.



We have also contacted two million women by radio and television and another one million through newspapers and other literature. Arrangements have

been completed for the launching of the Campaign in other African countries in 1988, if we have enough financial support from our friends.

I wish on behalf of myself and all women here to express our profound appreciation and gratefulness to all those women who concerned themselves with our plight and contributed in cash or kind for the running of our Campaign through which we were able to make such tremendous progress. We have been very much encouraged by your support and solidarity in our uphill task towards the emancipation of women from ignorance and disease. We wish to appeal to all of you that our task cannot be accomplished overnight, and that we hope you will endeavour to give us more support in 1988 so that we can cover our budgetary deficit of \$25,000 in our 1988 budget proposals of our Campaign program.

Once again, we thank all of you who contributed towards the success of our program this past year in the interest of international feminism.

To send donations or inquiries, write to Hannah Edemikpong, Women's Centre, Box 185, Eket, Akwa Ibom State, Nigeria, West Africa.

Hamilton Status of wOmen

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

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GOVERNMENT DOCUMENTS

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1988 June 13
5:45 o'clock p.m.
Room 233, City Hall

Stella M. Glover
Stella M. Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 May 13. (copy attached)
2. Committee Reports:
 - Executive Committee - Anne Stewart.
 - Women in the Workplace - Lorraine Putnins.
 - Women in Society - Brian Lewis.
3. Reports of National Action Committee Annual General Meeting.
4. Presentation on Custody and Access - Thelma McGillivray.
5. Report on Tami's - Joan Balinon.
6. Female Circumcision. (copy circulated with Agenda of previous meeting)
7. Absentee Committee member.
8. Other Business.
9. Adjournment.

SG/jc

1

Monday, 1988 May 9
5:45 o'clock p.m.
Room 233, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Alderman M. Kiss
Mary Jo McLaren
Judy Worsley
Thelma McGillivray
Lorraine Putnins
Betty Kobayashi
Brian Lewis
Doreen Johnson

Regrets: Alderman D. Christopherson
Mary McKenzie
Joan Balinson
Lynn Spencer
Cathy Rankin

Also present: Stella Glover, Secretary

The Chairperson welcomed everyone to the meeting and said that due to the length of the Agenda and the number of members absent, Items 3, 4 and 5 would be deferred until the next meeting.

The minutes of the meeting held 1988 April 11 were adopted.

Judy Worsley provided additional information regarding the request by the Municipal Action Committee of the Hamilton Disarmament Coalition. She said the Coalition were asking for a letter of support for their initiative in seeking an endorsement from Hamilton City Council. The Sub-Committee were advised that any litigation costs incurred in the action would be paid by the co-plaintiffs.

The Sub-Committee agreed to send a letter, on Status of Women letterhead, expressing support for the Municipal Action Committee of the Hamilton Disarmament Coalition initiative in seeking City Council endorsement of the nuclear weapons legal action.

Alderman Mary Kiss was recorded as opposed to the motion until a legal opinion could be obtained from the City Solicitor with regard to exemption from financial obligation.

Agenda Items 3, 4 & 5
deferred

Mins. 4/11/99 adopted

Info. re: Municipal
Action Cttee. of Ham-
ilton Disarmament
Coalition

Support given to
above Cttee.

Ald. Kiss opposed to
motion

Legislation Cttee.
requests explanation of
changes to Guidelines

A memo was received from the Secretary of the Legislation Committee stating that the Legislation Committee wished for an explanation of the changes being proposed in the revised Guidelines. He further requested that the Chairperson attend the meeting of the Legislation Committee when this matter is to be discussed (probably June 20, 1988) in order to answer any questions which the Committee might have.

Executive Committee
report.

The Chairperson reported for the Executive Committee and said the next meeting would be held on Tuesday, May 24 at 5:45 p.m. She said the Executive were suggesting that the N.A.C. Resolutions be dealt with at that evening's meeting and that the delegates be given a vote of confidence in order to vote on behalf of the Sub-Committee on any questions which required further clarification.

Women in the Workplace
report.

Lorraine Putnins reported for the Women in the Workplace Sub-Committee stating that the Sub-Committee were still awaiting the results of funding applications for a survey to be carried out on barriers to women obtaining certain jobs at City Hall.

Women in Society report

Brian Lewis reported that the Women in Society Sub-Committee were presently considering two projects, the first being a Press Conference in connection with the Federal election, using N.A.C.'s blueprint. The second proposal was for a "How To" school for people wishing to get involved in a Municipal election, not necessarily aimed at candidates. He said he had spoken to the Municipal Returning Officer and the Sub-Committee were considering using City Hall for a one-day event.

NAC Resolutions

The National Action Committee Resolutions were then dealt with as follows:

6. "BE IT RESOLVED THAT more adequate special funding for reinstated women and their children be allocated by the federal government for the next ten (10) years to provide housing, post secondary education, social assistance, welfare services, and to help defray costs in the first instance, court cases invoking the Indian Act.

BE IT FURTHER RESOLVED THAT the use of these special funds be worked out by Government in consultation with the Indian women concerned."

Support.

7. "BE IT RESOLVED THAT NAC urge the federal government, Department of Indian and Northern Affairs, to recognize the legitimate need for land selection prior to the negotiation of land claims in the Northwest Territories."

Support.

8. "BE IT RESOLVED THAT NAC call upon the Canadian government to ensure that no agreement involving the transport of deadly plutonium through Canadian airspace be permitted."

Support.

9. "BE IT RESOLVED THAT NAC and its member groups lobby for change in Provincial Family Law to ensure equitable and routinely enforceable division of property and pensions after marriage break-up and lobby for more public information on rights under the law."

Support.

10. "BE IT RESOLVED THAT NAC encourage the Department of Justice to maintain statistics on the child support orders in Canada and make these statistics available to the general public."

Support.

11. "BE IT RESOLVED THAT NAC encourage the Department of Justice to develop child support schedules for use in setting child support orders in divorce cases. Child support schedules should consider the need for adjustments to cover inflation and the higher costs of older children in addition to evaluating the tax consequences of support payments."

Support.

12. "BE IT RESOLVED THAT NAC strongly oppose court-imposed joint custody arrangements, friendly parent rules, and mandatory mediation for separating or divorcing couples."

Delegate and/or alternate to obtain further information and vote at own discretion.

13. "BE IT RESOLVED THAT NAC urge the Canadian government to adopt, implement and enforce the World Health Organization Code of Marketing of Breast-Milk Substitutes.

BE IT FURTHER RESOLVED THAT the Canadian government provide social, educational and legal support for breastfeeding women so that adequate nutrition, social support and health services be available for their needs.

BE IT FURTHER RESOLVED THAT the Canadian government support revisions in hospital practices to eliminate all routine bottle feeding and all donations of free supplies and free samples by the infant food industry."

Delegate and/or alternate to obtain further information and vote at own discretion.

23. "BE IT RESOLVED THAT NAC oppose the privatization of postal services because of the negative impact it is and will continue to have on women's jobs, conditions of work and quality and accessibility of postal service."

Support.

24. "BE IT RESOLVED THAT NAC publicly oppose the policies of governments at all levels which permit profit-making corporations to bid into the delivery of essential health and social services."

Support.

25. "BE IT RESOLVED THAT NAC actively support community-based literacy programs for women and encourage the federal government to provide full funding for such programs in consultation with the provinces."

Support.

26. "BE IT RESOLVED THAT NAC urge the government to exempt domestic workers from the service fee for immigration procedures as has been done in the case of students and convention refugees."

Support.

27. "BE IT RESOLVED THAT NAC urge the government to immediately increase and index the current minimum wage."

Support.

28. "BE IT RESOLVED THAT NAC urge the government of Canada to set the following in place:

- (1) Equal opportunity for job promotion and advancement for blacks, according to experience and qualifications.
- (2) Implementation of measures to compensate nurses during arbitration procedures, and to shorten the present period of one to two years - to shortest time possible, during which the arbitration process will be concluded satisfactorily, because justice delayed is justice denied. Black nurses get suspended or fired without adequate warning.
- (3) Implementation of measures to provide adequate financial assistance or leave with pay to nurses, especially to single parents - for continuing education, e.g. a Bachelor's degree in Nursing is now required for junior management positions."

Delegate and/or designate to obtain further information and vote at own discretion.

29. "BE IT RESOLVED THAT NAC recognize the right of the Israeli and Palestinian peoples to statehood and self-determination.

BE IT FURTHER RESOLVED THAT NAC support the call for the convening of an international peace conference on the Middle East attended by all parties to the conflict, including the representatives of Israel, the Palestine Liberation Organization, those Arab states party to the conflict, the United States of America, and the Soviet Union, under the auspices of the United Nations as called by the United Nations General Assembly resolution 38/58C."

Support.

30. "BE IT RESOLVED THAT NAC recognize that the central problem of women over 65 is poverty, and that the first priority of NAC lobbying around pension reform be to achieve a doubling of OAS benefits under the Canada Pension Plan."

Support.

31. "BE IT RESOLVED THAT NAC support the demands of organized workers for the right to negotiate pensions, to exercise some control of pension funds, to enjoy portability of pensions, and protection against inflation."

Support.

32. "BE IT RESOLVED THAT the incoming executive of NAC call upon the Canadian parliament to adopt legislation declaring March 8 a statutory holiday in Canada from this year on."

Support.

33. "BE IT RESOLVED THAT NAC condemn the release of the "Immigrant Women in Canada - a policy perspective" report, and the practice of government bodies to produce papers which contain misleading information about immigrant and visible minority women's realities, and ignore community concerns.

BE IT FURTHER RESOLVED THAT NAC lobby for funding to be available to the immigrant communities to do their own research and documentation with the assistance of NAC immigrant and visible minority member groups in conjunction with the national, provincial and local immigrant and visible minority women's organizations."

Support.

34. "BE IT RESOLVED THAT NAC state its support to the immigrant women's organizations which initiated a Charter challenge regarding the accessibility of services and NAC commit itself to lobbying all levels of government for policy changes to eliminate these practices, in order to guarantee access to services and programs for all immigrant women regardless of their immigration status."

Support.

35. "BE IT RESOLVED THAT NAC urge the Canadian government to cease participation in war games specifically, test bombing of archaeological sites in the Hawaiian Islands."

Support.

36. "BE IT RESOLVED THAT NAC support D.E.S. Action Canada in urging the Department of Health and Welfare to circulate an Advisory to the medical community concerning new information on the effects of D.E.S.

BE IT FURTHER RESOLVED THAT NAC urge the C.B.C. to air the National Film Board documentary: "D.E.S.: An Uncertain Legacy" so that the people of Canada will be informed on this topic."

Support.

37. "BE IT RESOLVED THAT NAC urge the federal government to include in the composition of a royal commission, to study the new reproductive technologies, a majority of feminists including representatives of infertile women, disabled women, lesbians, Native women and women of colour."

Support.

38. "BE IT RESOLVED THAT NAC actively oppose the federal government's National Child Care Strategy and ensure as a priority that the development of a high quality child care system in Canada become a major federal election issue."

Support.

39. "BE IT RESOLVED THAT NAC call upon the Canadian government to hold public hearings on the Defence White Paper to hear the views of Canadians on defence matters prior to finalizing its defence policy.

BE IT FURTHER RESOLVED THAT NAC urge each of its member organizations to actively lobby the Canadian government to fulfill its stated commitment to disarmament and development with national and international measures.

Support.

40. "BE IT RESOLVED THAT NAC publish a pamphlet for Canadian women which shows the strong link between a militaristic economy and the decline in social programs in our country."

Support.

41. "BE IT RESOLVED THAT NAC support the June 12 Day of Action called by the Pro-Canada Network, by organizing in cooperation with provincial women's organizations, a demonstration of the united opposition of women in all regions of Canada to the trade deal."

Support.

42. "BE IT RESOLVED THAT NAC give top priority to working on housing issues as they relate to women's concerns.

BE IT FURTHER RESOLVED THAT NAC provide support to women who wish to organize chapters of the Housing Committee across Canada.

BE IT FURTHER RESOLVED THAT NAC provide resources so that Housing Committee chapters across Canada may communicate and connect."

Support.

43. "BE IT RESOLVED THAT the 1987-88 Executive Board's recommended plan of action for NAC for the period between May 1988 and the next federal election be adopted by the 1988 NAC AGM."

Support.

44. "BE IT RESOLVED THAT NAC strongly recommend that all provincial governments take action to legislate midwifery as a self-regulating profession with multiple routes of entry to education."

Support.

45. "BE IT RESOLVED THAT NAC:

1. Lobby the government to provide birth control counselling and medical coverage of contraceptive devices as a means of preventing unwanted pregnancies.
2. Support efforts to provide early termination of unwanted pregnancy.
3. Support the concept of government-funded universally accessible abortion services, including free-standing abortion clinics.
4. Demand the federal use of the Canada Health Act to ensure equal access and equal funding for abortion everywhere in Canada.
5. Oppose federal legislation which would attempt to put abortion back into our criminal laws, including prohibiting abortions when a certain stage of pregnancy has been reached."

The Hamilton Status of Women Sub-Committee delegates and/or alternates are to abstain from voting on the whole of National Action Committee Resolution No. 45. A recorded vote was called for on this motion, the results as follows:

YES

Lorraine Putnins
Alderman Mary Kiss
Mary Jo McLaren
Betty Kobayashi
Brian Lewis

NOS

Judy Worsley

ABSTAIN FROM VOTING

Thelma McGillivray

Carried.

46. "BE IT RESOLVED THAT NAC establish its firm commitment to the repeal of Section 195.1 of the Criminal Code of Canada and make this a lobbying priority during the upcoming year."

Delegate and/or designate to obtain further information and vote at own discretion. Brian Lewis was recorded as abstaining from voting.

47. "BE IT RESOLVED THAT NAC organize for the extension of maternity benefits and parental leave benefits, as per NAC policy, to be included in any future National Child Care Strategy."

Support.

48. "BE IT RESOLVED THAT NAC oppose the private management of health and social services as proposed in the Canada-U.S. Free Trade Agreement, in particular, the right of U.S. service firms to locate in this country."

Support.

49. "BE IT RESOLVED THAT NAC urge the Canadian government to withdraw favoured treatment in grants, subsidies and tax concessions to military related manufacturing, which, being capital intensive, is a poor employer of labour, a disadvantage to our consumer and service industries, and locks the Canadian economy into the United States military industrial complex."

Support.

50. "BE IT RESOLVED THAT the Canadian government provide paid maternity leave of at least 26 weeks for all new mothers."

Support.

1988 May 9

51. "BE IT RESOLVED THAT NAC re-affirm its support for women to be named to major government posts which the Prime Minister has also promised; specifically, in selecting successors to the ambassadors to the United Nations, his choices must be seen to have expertise in non-threatening negotiating techniques."

Support.

The Chairperson advised the Sub-Committee of upcoming community events and special invitations. She said a message had been received from Marion Dewar's office inviting representatives to meet with her during the National Action Committee Annual General Meeting. Anne Stewart is to make the necessary arrangements.

A letter was received from the Manager of the Convention Centre advising that since Woman's World 1987, the Convention Centre had installed door openers to the Summer's Lane elevator. He said this enabled handicapped persons to leave their cars in the Parking Authority Lot and make their way around the Convention Centre on each floor without help.

This information is to be passed to the Women's Bookstop for insertion in their Newsletter, the D.A.R.T.S. organization, and organizations for the handicapped for information.

A suggestion was made by Thelma McGillivray that arrangements be made with the Library to show a feminist film on a monthly basis in order to inform the women of Hamilton on women's issues. The Chairperson is to contact Mrs. J. Macananama in an attempt to arrange this.

There being no further business, the meeting then adjourned.

Taken as read and approved.

Anne Stewart
Chairperson

Stella Glover
Secretary

/jc

Inv. from Marion Dewar
for mtg. during NAC
convention

Reply rec'd from Conven-
tion Centre re: access

Library to be contacted
re: films on feminism

Adjournment

Hamilton Status of wOmen

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4 (416) 526-2735

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1988 June 29

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1988 July 11
5:45 o'clock p.m.
Room 233, City Hall

URBAN MUNICIPAL

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GOVERNMENT DOCUMENTS

Stella Glover
Stella M. Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 June 13. (copy attached)
2. Committee Reports:

Executive Committee - Anne Stewart.
Women in the Workplace - Lorraine Putnins.
Women in Society - Brian Lewis.
3. Other Business.
4. Adjournment.

SG/jc

NOTE: Following the meeting the Sub-Committee will go to Anne Stewart's house for a social gathering. There is swimming available for those who wish it. Please bring a dessert or wine or beer.

1

Monday 1988 June 13
5:45 o'clock p.m.
Room 233, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Alderman Dave Christopherson, Vice-Chairperson
Alderman Mary Kiss
Brian Lewis
Judy Worsley
Lorraine Putnins
Thelma McGillivray
Betty Kobayashi
Joan Balinson
Mary Jo McLaren
Lynn Spencer
Mary McKenzie
Cathy Rankin

Regrets: Doreen Johnson

Also present: Phil Mocher, Business and Professional Women
Barbara Chambers
Stella Glover, Secretary

The Chairperson introduced Phil Mocher and Barbara Chambers and welcomed them to the meeting.

The minutes of the meeting held 1988 May 9 were ADOPTED.

The Chairperson gave the Executive Committee report including a brief report on the N.A.C. Annual General Meeting. She advised the Sub-Committee that a response was awaited from Abby Hoffman with regard to speaking at the 1988 Women of the Year Dinner. It was noted that if Ms. Hoffman spoke on sport on behalf of Sports Canada there would be no fee to the Sub-Committee. The Chairperson said Michelle Lansburg had been contacted but the expected fee of \$3,000.00 was felt to be expensive. She advised that two additional names had been submitted as possible speakers, being Rosemary Brown and Tom Harper.

A request was made for a Committee member to be responsible for organizing the Sub-Committee's stand at Woman's World on October 21-23 - Joan Balinson volunteered to do this.

The Chairperson then asked the Sub-Committee for a clearer definition of their position on the abortion issue in order that she be better prepared to speak on behalf of the Sub-Committee on this matter.

Welcome P. Mocher,
B. Chambers

Mins. 5/9/88 adopted

Executive Committee
Report

-Speaker for Woman of the
Year

Woman's World

Discussion and voting on
stand on abortion issue

Discussion took place and a recorded vote was taken on whether the abortion issue should be dealt with at that evening's meeting, the results as follows:

YES

Judy Worsley
Lorraine Putnins
Mary McKenzie
Thelma McGillivray
Joan Balinson
Betty Kobayashi
Lynn Spencer
Mary Jo McLaren

NO

Mary Kiss
Brian Lewis
Dave Christopherson
Cathy Rankin

CARRIED.

A possible third category was discussed and a recorded vote taken on whether a third category should be included and voted upon, the results as follows:

YES

Dave Christopherson
Mary Jo McLaren
Betty Kobayashi

NO

Judy Worsley
Lorraine Putnins
Mary McKenzie
Thelma McGillivray
Joan Balinson
Lynn Spencer
Mary Kiss
Brian Lewis
Cathy Rankin

LOST.

A recorded vote was then taken on a pro-choice or pro-life position on the abortion issue, results as follows:

PRO-CHOICE

Judy Worsley
Lorraine Putnins
Dave Christopherson
Mary McKenzie
Betty Kobayashi
Thelma McGillivray
Joan Balinson
Lynn Spencer
Anne Stewart

PRO-LIFE

Mary Kiss
Brian Lewis
Cathy Rankin

ABSTENTION

Mary Jo McLaren

It was noted that one Sub-Committee member was absent. The Chairperson is to poll this member in order that her position may be recorded.

The Chairperson thanked everyone for dealing with such an emotional matter in a business-like manner and said that this information would certainly help in her position as Chairperson.

It was noted that the Chairperson would continue to be the spokesman on behalf of the Sub-Committee and that the Sub-Committee's position on the abortion issue would remain until changed by a future Sub-Committee.

The Chairperson advised the Sub-Committee that Nan Peacocke, a Jamaican writer-poet and co-ordinator for Women and Development in the West Indies, would be visiting Hamilton on Friday, June 24th. The Sub-Committee agreed that a room be booked at City Hall for 11:30 a.m. on June 24th in order that greetings might be extended to Nan Peacocke.

Nan Peacocke - June 24/88

The Chairperson extended best wishes to Lynn Spencer on her recent engagement, and said the Sub-Committee would be sorry to lose her when she goes to New Zealand to begin her new life.

Congratulations to Lynn
Spencer

Lorraine Putnins reported on Women in the Workplace Sub-Committee and advised that tentative plans had been made with the Pay Equity Commission for a workshop for Hamilton area women on pay equity and what this would mean to the women of Hamilton. A possible date for this venture would be 1988 November 23.

Women in the Workplace
Report

-pay equity

Brian Lewis reported for the Women in Society Sub-Committee and advised that the Sub-Committee were hoping to hold a one-day conference on Saturday, 1988 September 24 dealing with municipal politics and grass-roots political involvement. He said the Sub-Committee were attempting to get donations of food, etc. but asked that the Committee approve a maximum budget of \$900.00 in the event that this be needed.

Women in Society Report

-municipal politics conf.

The Sub-Committee agreed that the Women in Society Sub-Committee be allowed to expend up to a maximum of \$900.00 for a one-day seminar on "Grass Roots Municipal Politics" to be held 1988 September 24.

Reports were received from the members who had attended the National Action Committee Annual General Meeting, and the Sub-Committee was advised of a letter sent by these representatives to the editor of Chatelaine magazine objecting to two sexist articles in their June issue. A response was subsequently received from the editor of Chatelaine stating that numerous letters had been received and would be featured in a future article.

Reports from members
attending NAC A.G.M.

Thelma McGillivray made a presentation on Custody and Access with particular emphasis on the new and proposed legislation.

Presentation on custody
& access

Report on needs of goods
for Women's Centre

Joan Balinon reported that Women's Centre expected to have their charitable status reinstated and advised of a picnic to be held on Friday, 1988 June 17 in Dundurn Park for all women. She said the drop-in centre for TAMI's, located at St. Luke's Parish Hall, was experiencing steadily increasing attendance with approximately 10-11 mothers attending every afternoon. Children and adults clothing are needed as well as a vacuum cleaner and a small video player unit. It was noted that the age group of the attendees was in the 21-24 year range and that teenagers were not attending.

Letter of support for
TAMI's

The Sub-Committee agreed that letters of support be sent to the Board of Directors of TAMI's.

Discussion on female
circumcision

The article on female circumcision was discussed, and the Sub-Committee agreed that a letter be sent to the World Health Organization, enclosing a copy of the magazine article and expressing concern. The World Health Organization were to be asked what was being done to curtail the practice and asking for suggestions on how the Sub-Committee could help.

Next mtg. 7/11/88

The next meeting will take place on 1988 July 11 at 5:45 p.m. at City Hall, to be followed by a social at the home of Anne Stewart.

Upcoming community events

The Chairperson advised the Sub-Committee of upcoming community events and special invitations and reported on a luncheon which she had attended with the Ombudsman, Dan Hill.

Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Anne Stewart
Chairperson

Stella Glover
Secretary

/jc

Hamilton Status of wOmen

HAMILTON STATUS OF WOMEN SUB-COMMITTEE
HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

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GOVERNMENT DOCUMENTS

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee

1988 August 8

5:45 o'clock p.m.

Room 233, City Hall

Stella Glover
Stella M. Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 July 11. (copy attached)
2. Committee Reports:

Executive Committee - Anne Stewart.
Women in the Workplace - Lorraine Putnins.
Women in Society - Brian Lewis.
3. Other Business.
4. Adjournment.

SG/jc

Monday, 1988 July 11
5:45 o'clock p.m.
Room 233, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Alderman Dave Christopherson, Vice-Chairperson
Alderman Mary Kiss
Joan Balinson
Cathy Rankin
Mary Mackenzie
Betty Kobayashi
Doreen Johnson
Brian Lewis
Judy Worsley
Mary Jo Maclaren
Lynn Spencer

Regrets: Lorraine Putnins
Thelma MacGillivray

Also present: Stella Glover, Secretary

The minutes of the meeting held 1988 June 13 were ADOPTED as amended to include the amended spelling of Phyl Mosher's name, the addition of Doreen Johnson's name to those voting "Pro Choice" on the abortion issue, and clarification that the clothing and items required were for TAMI's.

Mins. 6/13/88 adopted as amended

Mary Jo Maclaren reported for the Executive Committee. She said the Dinner jobs had been allocated and distributed a list of the same. The Chairperson thanked Mary Jo for Chairing the Executive Committee on her behalf and reported on the difficulties on obtaining a decision from Abby Hoffman with regard to the invitation to be Dinner Speaker. She said a further letter had been sent requesting definite confirmation. The consensus of the Sub-Committee was that if a positive response is not received from Abby Hoffman in the near future, then the Chairperson is to invite Rosemary Brown to be Speaker.

Executive Cttee Report

-Women of the Year Speaker

A suggestion was made that B'Nai Brith be contacted, if Abby Hoffman is to be Dinner Speaker, and a request made that dinner flyers be distributed at their annual Sports Dinner.

-Press Coverage The lack of press coverage for the 1987 Press Conference was discussed and the Sub-Committee agreed that the 1988 Dinner Press Conference be held at the Convention Centre prior to the Dinner when all the nominees would be in attendance and Press Kits be made available, including bios of the winners. Coffee and hors d'oeuvres are to be served, and an extra room is to be made available where pictures could be taken.

Discussion took place on ways of stimulating excitement and suspense in the results, and the Chairperson asked the Sub-Committee to give consideration to this matter.

-Dinner Planning Mtg. A Dinner Planning Meeting is to be held on Monday, 1988 August 15
8/15/88 at 5:45 p.m.

Women in Society Report Brian Lewis reported for Women in Society and said plans were proceeding for the Municipal Election Workshop. He said Day Care facilities were being arranged with the Y.W.C.A. and he was optimistic that food sponsorship could be arranged.

-Municipal Election Workshop

Discussion on Woman's Joan Balinson asked for suggestions for Woman's World. The
World suggestion was made that Ellen Fairclough's challenge be taken up that the names of women politicians be obtained, possibly under a grant as a research project.

Women's Day Celebrations Mrs. Balinson reported that the Women's Centre was planning a joint event with other women's organizations in Hamilton to celebrate Women's Day in 1989. She advised that other organizations would be asked to send representatives.

NAC Report from D. Doreen Johnson gave a report on the National Action Committee
Johnson A.G.M. and thanked the Sub-Committee for giving her the opportunity to attend.

Report on visit from Joan Balinson advised the Sub-Committee of the recent visit to the
Nan Peacocke City by Nan Peacocke, a writer-poet from Jamaica who was in Canada attending a Feminist Book Fair. She said Ms. Peacocke was hoping to establish communication between Third World women and North American women.

Upcoming events & The Chairperson advised the Sub-Committee of upcoming community
invitations events and special invitations.

-videos on violence The Sub-Committee was invited to attend viewings of two videos on
against women violence against women, the first to take place at Multi-Media Technics in Hess Village at 7:00 p.m. on July 12th.

The Chairperson advised the Sub-Committee that, due to the summer schedule, an Executive Meeting would not be held prior to the August meeting.

No Exec. Mtg. in Aug.

The next regular meeting will take place on Monday, 1988 August 8 at 5:45 p.m.

Next reg. mtg.-8/8/88

There being no further business, the meeting then adjourned.

Adjournment

Taken as read and approved.

Anne Stewart
Chairperson

Stella Glover
Secretary

/jc

Hamilton Status of Women

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

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1988 August 22nd

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1988 September 12th
5:45 o'clock p.m.
Room 233, City Hall

S. M. Glover

Stella M. Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 August 8th. (copy attached)
2. Mundialization - Jeannette Walkem
3. Committee Reports:
 - Executive Committee - Anne Stewart
 - Women in the Workplace - Lorraine Putnins
 - Women in Society - Brian Lewis
4. Upcoming Community Events and Special Invitations
5. Other Business
6. Adjournment

SG/lp

URBAN MUNICIPAL

SEP 6 1988

GOVERNMENT OF ONTARIO

I

Monday, 1988 August 8
5:45 o'clock p.m.
Room 233, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Mary Jo McLaren
Betty Kobayashi
Lynn Spencer
Judy Worsley
Mary MacKenzie
Joan Balinson
Cathy Rankin
Brian Lewis

Regrets: Alderman D. Christopherson
Lorraine Putnins

Also present: Stella Glover, Secretary

The minutes of the meeting held 1988 July 11 were ADOPTED.

Mins. 7/11/88 adopted

The Chairperson reported for the Executive Committee and reminded members of the upcoming Dinner Planning meeting to be held on Monday, 1988 August 15.

Executive Cttee Report

The Chairperson advised the Sub-Committee that the amended Guidelines would be going before the next Legislation Committee meeting. Discussion ensued on whether the Guidelines should be further amended to allow the Chairperson to vote on occasions other than in the event of a tie, in accordance with the practise of City Standing Committees. It was agreed that the Guidelines not be further amended and that the Chairperson continue to vote only in the case of a tie.

-Guidelines to go to
Legislation Cttee

A letter of resignation was introduced from Lynn Spencer. The Chairperson thanked Lynn on behalf of the Sub-Committee, for the work which she had done and wished her every happiness in her new life.

-Lynn Spencer resignation

The next Executive meeting will be held on 1988 August 22.

Cathy Rankin reported for Women in the Workplace and advised the Sub-Committee that the Pay Equity Seminar was scheduled for 1988 November 23 from 7:00 - 10:00 p.m. at the Hamilton Public Library.

Women in Workplace Report
-Pay Equity Seminar

Brian Lewis reported for Women in Society and said the plans for the Municipal Awareness Seminar were well in hand. He said pizzas were to be donated, approval had been received from the Legislation Committee for the use of rooms, and affirmative responses were being received from people who had been invited to participate.

Women in Societ Report
-Municipal Awareness Semin

-letter from E. Shea
re: breast milk substitute

A letter was received from Eileen Shea, a professional lactation consultant, expressing concern that at least one hospital in the Hamilton area was donating samples of formula to expectant mothers. Mrs. Shea stated that this was in contravention of the World Health Organization International Code on the marketing of breast milk substitutes and offered assistance to the Sub-Committee if they wished to take action in this matter.

The Secretary is to ascertain to which hospital Mrs. Shea refers and send a letter advising such hospital that the Hamilton Status of Women Sub-Committee is aware that such practise contravenes the World Health Organization International Code as endorsed by the Federal Government and the National Action Committee.

Discussion on ad for
Cannon Colour Laser
Copiers

A copy of an advertisement for Cannon Colour Laser Copiers which had appeared in the Globe and Mail on June 7th & 29th, 1988 was RECEIVED from Ms. Catherine Fenton. Ms. Fenton stated that she felt the ad was insensitive to the issue of violence directed against women and had collected a petition of 36 signatures requesting Cannon to withdraw its advertising contract with Ian Roberts.

The Sub-Committee directed that copies of the correspondence from Ms. Fenton be sent to Media Watch.

Report on film presented
by Multi-Media Technics

Joan Balinson reported on the viewing of a film on violence presented by Multi-Media Technics. She said the presentation was considered to be more suited for organizations interested in the peace movement than for organizations dealing with violence against women and that she would be viewing a further film in the near future.

Correspondence from NAC

Correspondence was introduced from NAC, including a request for a donation to help finance NAC's election strategy and a form on which to estimate the amount of election materials required.

-donation to NAC approved

The Committee approved a donation of \$100 being sent to the National Action Committee to help finance their election strategy.

A response is also to be sent to NAC with regard to promotional materials, stating that the Sub-Committee will be willing to place an order when more details are available on what is being offered.

Order more "Shocking Pink
Papers"

The Secretary was directed to obtain a further 150 copies of the Shocking Pink Paper from the Canadian Advisory Council.

Correspondence re: NAC
organizational review

Further correspondence was received from NAC with regard to the five Resolutions passed at the Annual General Meeting with regard to organizational review.

Letter to go to NAC re:
requirements to be on a
Committee

A letter is to be sent to NAC asking what qualifications would be required to be on a NAC Committee, cost involved, time commitment required and how the Committee would be structured. The letter is to reiterate the Sub-Committee's offer to host the regional meeting in October for southern and northern Ontario.

Joan Balinon advised the Committee that she was in receipt of a copy of a study carried out by Alderman McCulloch on women who had served on Hamilton City Council. Discussion took place on ways of using this information as part of the display at Women's World and Joan Balinon will attempt to obtain photographs from the Spectator files of the women involved.

- Study on women who had served City Council-done by Ald. McCulloch

A letter of thanks is to be sent to Alderman McCulloch.

Betty Kobayashi thanked the Chairperson for hosting the social evening following the last meeting. She suggested that a seminar be held in the future dealing with the environment and offered to keep a file on environmental issues.

Thanks to Anne for hosting Soc evening.
Possibility of seminar on the environment

Joan Balinon referred to the recent visit of Nan Peacock, the writer/poet from Jamaica. She referred to Miss Peacock's wish to establish communication between Third World women and North American women and suggested that Hamilton be twinned with Jamaica as the Status of Women's contribution to International Women's Week in 1989.

Report of visit from Nan Peacock

The Secretary is to contact representatives on the Mundialization Committee and ascertain what such a project would involve.

Concern was expressed at a poster on display in City Hall advertising the Miss Hamilton Pageant. A letter is to be sent to the Mayor and Members of City Council, C/o The City Clerk, enquiring the rationale for the City sponsorship of this event.

Discussion on poster re: Miss Hamilton Pageant

There being no further business, the meeting then adjourned.

Adjournment

Taken as read and approved.

Anne Stewart
Chairperson

Stella Glover
Secretary

/jc

Hamilton Status of Women

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
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1988 October 5

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1988 October 17
5:45 o'clock p.m.
Room 233, City Hall



Stella Glover
Secretary

AGENDA

1. Cultural Exchange with Caribbean - Renee Albrecht.
2. Minutes of the meeting held 1988 September 12. (copy attached)
3. Committee Reports:
 - Executive Committee
 - Report on NAC Regional Meeting - Anne Stewart.
 - Women in the Workplace
 - Update on Employment Equity Seminar - Lorraine Putnins.
 - Women in Society
 - Report on Municipal Election Seminar - Brian Lewis.
 - Update on Woman's World - Joan Balinson.
4. Upcoming Community Events and Special Invitations.
5. Other Business.
6. Adjournment.

SG/jc

URBAN MUNICIPAL

1 1988

GOVERNMENT DOCUMENTS

Monday, 1988 September 12
5:45 o'clock p.m.
Room 219, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Alderman D. Christopherson, Vice-Chairperson
Brian Lewis
Joan Balinon
Betty Kobayashi
Lorraine Putnins
Mary Jo McLaren
Thelma MacGillivray

Also present: Stella Glover, Secretary

Alderman Christopherson, Vice-Chairperson, took the Chair until the arrival of the Chairperson who was unavoidably detained.

Chairperson detained
Vice-Chair sits.

A concerned citizen, Ms. Heidi Belding, attended and expressed concern at the McMaster Engineering Department Handbook which she had found in a local restaurant. Ms. Belding said she felt the book to be degrading, vulgar, and appeared to condone child abuse, racism and violence against women.

McMaster Engineering
Handbook

Concern was expressed that the inclusion of messages from the Dean and Head of Engineering gave the booklet an air of authenticity.

The Sub-Committee agreed that a letter be sent to the President of McMaster University, with copies to the Dean of Engineering, the editor of the publication and to the advertisers, stating that the Sub-Committee felt the Handbook to be highly inappropriate and degrading to women.

Mrs. Jeanette Walkem attended and provided the Sub-Committee with information on Mundialization. When advised of the Sub-Committee's interest in an information exchange with women in Third World countries, Mrs. Walkem said she did not feel the Mundialization Committee could assist in such a network. However, she said the Mundialization Committee would be willing to inform the Status of Women Sub-Committee of visitors from the twin cities, and invite members to participate.

Information on
Mundialization

The Sub-Committee was advised of an initiative taken by Renee Albrecht in starting a cultural exchange with the Caribbean. It was agreed that Ms. Albrecht be invited to attend the next regular meeting to inform the Sub-Committee in this regard.

Discussion re: cultural
exchange with Caribbean
women

The minutes of the meeting dated 1988 August 8 were ADOPTED.

Mins. 8/8/88 adopted

Women in the Workplace
report
- Pay Equity Seminar

Lorraine Putnins reported for Women in the Workplace Sub-Committee, stating that details were being finalized for the Pay Equity Seminar to be held on November 23rd. She said the Speaker would probably be Wendy Cuthbertson from the Pay Equity Commission, and the Workshop would be geared to people who would be directly affected by the Legislation rather than employers.

Women in Society Report
-Municipal Election Work-
shop

Brian Lewis reported for the Women in Society Sub-Committee, and said arrangements for the Municipal Election Workshop were proceeding. Parking passes had been obtained for the panelists with the assistance of Alderman Christopherson. Brian Lewis and the Chairperson were to appear on a Cable TV programme to promote the Workshop.

Discussion on purchase of
pics. of women in City
politics to use at Woman's
World

Joan Balinson advised the Sub-Committee that The Spectator had pictures available of the women in Hamilton City politics and asked for approval of funds for the purchase of these pictures. She suggested that a ballot be completed by visitors to the display with a prize offered of lunch at Maxwell's with the Chairperson and the Mayor. Discussion took place on the format of the ballot/questionnaire, and the Sub-Committee approved the allocation of \$300.00 towards Woman's World expenses.

Executive Committee Report
-Abby Hoffman to be guest
speaker-W of Y Awards

The Chairperson reported for the Executive Committee, and said official confirmation had finally been received that Abby Hoffman would be the Guest Speaker at the dinner thanks to Joan Balinson and Geoff Scott's office.

Discussion on lost money
from "Women on the Move"

The Sub-Committee were advised of complaints from some women who had sent money to the Women's Network "Women on the Move" and not received a response. Discussion took place on the Sub-Committee's responsibility in the matter and the secretary was given the name of the organizer's lawyer and accountant should anyone wish to pursue the matter.

No additional literature
to be sent with W of Y
material

The Sub-Committee agreed that a policy be established in the future that nothing be included with the Dinner literature in order that the Dinner not be jeopardized in any way. It was further agreed that a covering letter, indicating the degree of support of the Sub-Committee for any individual organization be included with any future endorsements.

Sub-Committee to host
Regional NAC mtg. Sept.30

Members were advised of a request by NAC that the Sub-Committee host a small Regional meeting to be held on Friday, September 30th at 7:00 p.m. Approximately 25 - 30 participants would be attending from the Hamilton/Niagara area, and the Sub-Committee would be required to provide a meeting room, light refreshments and a contact person for participants to confirm attendance, etc. The Agenda would consist of what was happening at NAC in general, some organizational review material, work on the Federal election, and work on the Provincial Women's Conference.

Help to encourage Prov.
mtg. to come to Hamilton

Joan Balinson is to contact Gabe Macaluso to see if the Region can give any assistance in encouraging the Provincial meeting to come to Hamilton.

It was noted that the Sub-Committee no longer appears in the "Red Book" because it is a Sub-Committee of City Council and not an agency. A letter is to be sent to Community Information Service expressing concern that the Sub-Committee no longer appears in the book and requesting that the Status of Women Sub-Committee, together with other Sub-Committee's of City Council, be listed in the Red Book.

The Chairperson advised the Sub-Committee of upcoming community events and invitations.

A response was received from the Secretary of the Legislation Committee with regard to the City's sponsorship of the Miss Hamilton Pageant. It was agreed that a further letter be sent stating that the Sub-Committee is not happy with the response and that the sponsorship of such events by the City is contrary to work of the Sub-Committee.

A request was received from the Council of Women for a presentation to be made in December or January on what the Sub-Committee has done and is doing to help achieve equality for women.

The Sub-Committee were advised that Lynda McDermott had agreed to be the Dinner Co-ordinator for the 1988 Dinner, and a telephone answering machine was again to be rented. An increase in remuneration for the Co-ordinator is to be considered at the Executive Committee meeting. A suggestion was made that hearing impaired service be offered at the dinner, and this possibility is to be investigated.

Due to the Thanksgiving holiday, the next regular meeting of the Sub-Committee will be held on Monday, October 17 at 5:45 p.m.

An Executive meeting will take place on October 3rd.

There being no further business, the meeting then adjourned.

Taken as read and approved.

Anne Stewart
Chairperson

Stella Glover
Secretary

Discussion on deletion from
'Red Book'

Upcoming community events
& invitations

Response from Leg. Cttee.
re: Miss Hamilton Pageant

Presentation requested from
Council of Women

Dinner Co-Ordinator -
Lynda McDermott

Next mtg.-Oct. 17/88

Exec.mtg.- Oct. 3/88

Adjournment

Hamilton Status of Women

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

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1988 November 14

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1988 November 23
5:45 o'clock p.m.
Hamilton Public Library, 55 York Boulevard
Room A



Stella M. Glover
Secretary

AGENDA

1. Minutes of the meeting held 1988 October 17. (copy attached)
2. Committee Reports:

Executive Committee - Anne Stewart.
Women in the Workplace - Lorraine Putnins.
Women in Society - Brian Lewis.
3. Results of questionnaire at Woman's World.
4. Date for Selection Committee.
5. Other Business.
6. Adjournment.

Monday, 1988 October 17
5:45 o'clock p.m.
Room 233, City Hall

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Joan Balinson
Brian Lewis
Mary Jo McLaren
Mary McKenzie
Thelma MacGillivray
Judy Worsley
Betty Kobayashi
Lorraine Putnins

Regrets: Cathy Rankin
Alderman D. Christopherson
Alderman M. Kiss

Also present: Renee Albrecht
Stella Glover, Secretary

Ms. Renee Albrecht attended and advised the Sub-Committee of initiatives being taken towards a multicultural exchange with the Caribbean. She said Ottawa was currently exploring avenues and hoped to have concrete plans in the near future. A representative from Canada would be going to the Caribbean to do basically what Nan Peacocke did when she visited Canada. At the present time, Ms. Albrecht said the programme was in the planning stages and suitable material was being sought.

Discussion on presentation
by Renee Albrecht re:
multicultural exchange.

However, it was noted that because of the devastation suffered in the area as a result of the recent earthquake, the project had to be placed on the "back burner". The Chairperson thanked Ms. Albrecht for attending.

The minutes of the meeting held 1988 September 12 were ADOPTED as amended to reflect Mary McKenzie and Judy Worsley as being present.

Mins. 88/10/12 adopted as
amended

The Chairperson reported that the Executive Committee had not met due to a number of commitments that month.

No Executive Cttee. report

S. Ont. Regional mtg.
discussed

She said the Southern Ontario Regional meeting was held on September 30th at City Hall, as requested by NAC and was attended by approximately 11 people, largely from the Hamilton area. Janet Maher had chaired the meeting and given an update on what had happened since May. Funding had been made available from the Secretary of State and Women's Directorate. Membership was largely from Southern Ontario (278) with approximately 30 members from the north. Three Executive meetings had been held since May and all staff had resigned due to differences related to pay and workload, resulting in the hiring of new staff including an Executive Director.

NAC Election issues

The NAC Election Issues will be:

1. Free trade.
2. Child care.
3. Violence against women.
4. Reproductive rights.

Info. on regional debate
10/27/88

A Regional debate is scheduled for 27th October at Harbour Front at approximately 7:00 o'clock p.m. Barbara MacDougall, Sheila Copps and Marion Dewar are to take part. Brochures and buttons are available and the mandate for the forthcoming Federal election was to encourage women to vote.

Next mtg. Nov. 23/88 due
to municipal election

Due to the fact that the Municipal election day would be held on Monday, November 14th, the date of the next regular meeting of the Hamilton Status of Women Sub-Committee was changed to Wednesday, November 23rd at 5:45 p.m. This meeting will be held at the Hamilton Public Library prior to the Pay Equity Seminar. The Executive meeting will be held on Monday November 7th at 5:45 p.m. at which time the press conference will be discussed and all members are encouraged to attend.

Invitation from Hamilton
Disarmament coalition to
co-sponsor all-candidates
mtg.

The Sub-Committee received an invitation from the Hamilton Disarmament Coalition to co-sponsor an all-candidates meeting. Betty Kobayashi volunteered to work on this project on behalf of the Sub-Committee, and Brian Lewis offered assistance.

Betty Kobayashi asked the Sub-Committee for input with regard to questions to be put to the candidates.

The Sub-Committee agreed to support in principle the Hamilton Disarmament Coalition invitation to co-sponsor an all-candidates meeting for those running for the office of Regional Chairman.

The Sub-Committee further agreed to pledge \$50.00 towards expenses incurred in the all-candidates meeting.

1988 October 17

Lorraine Putnins reported for Women in the Workplace Sub-Committee and said that plans were proceeding for the Pay Equity Seminar and that Wendy Outhbertson from the Pay Equity Commission would be the Speaker. Free advertising space was to be utilized and flyers to be distributed. A breakdown of proposed costs was submitted in the amount of \$158.00 and Ms. Putnins requested the amount of \$175.00 be allocated for the Pay Equity Seminar.

Report from Women in the
Workplace Sub-Cttee.

-Pay Equity Seminar

The proof for the Dinner flyer was circulated and discussion ensued on the colours. Note: The colour turquoise was chosen following the meeting.

W of Y flyer discussed

Brian Lewis reported for the Women in Society Sub-Committee and said the Municipal Election Seminar had been a success. Although the turnout was disappointing, it had been a positive experience for those who had attended. He said the calibre of speakers was to be commended and thanked the Secretary for the amount of work and her efforts on behalf of the Sub-Committee.

Report from Women in Society
Sub-Cttee.

Mr. Lewis advised the Sub-Committee of the forthcoming press conference to be held in Room 233 at 10:30 a.m. on Wednesday, November 9th with regard to the upcoming Federal election. He said the Shocking Pink Paper would be used together with material from NAC.

Press Conference - Nov. 9/88

Joan Balinson gave an update on the preparations for Woman's World 1988. She said she had not yet been able to obtain photographs of the women in Hamilton politics and did not think there would be time to obtain the relevant information before Woman's World. Mrs. Balinson therefore asked that this project be deferred and a suggestion was made that this information be used at the Women of the Year Dinner. The schedule for manning the Woman's World booth was then prepared.

Discussion on Woman's World

The Secretary is to arrange for the loan of 2 small stacking tables and 2 chairs to be used at Woman's World from Thursday evening to Sunday evening.

A letter is to be sent to the Mayor requesting permission to use his name in a draw advertising lunch with the Mayor and Anne Stewart at Maxwell's. Such draw to take place at Woman's World 1988.

It was noted that a response had been received from the Community Information Service with regard to the Sub-Committee's omission from the Red Book. The Sub-Committee were not satisfied with the Community Information Service explanation, and the Chairperson is to write them and pursue the matter.

Correspondence from
Community Information
Service

The Chairperson advised the Sub-Committee of forthcoming community events and invitations.

A letter was received from Mrs. Fowler with regard to the sentencing of Kirby Inwood.

Ltr. rec'd re: Inwood
sentencing

A letter of acknowledgement is to be sent to Mrs. Fowler and a copy of her letter forwarded to the women's group lobbying for a review of the Kirby Inwood sentence.

Donation in memory of
V.K. Copps

The Sub-Committee agreed that a letter of condolence be sent to Alderman G. Copps on the loss of her husband, Victor, and a donation of \$25.00 be made in Mr. Copps' name to the Emergency Shelter Foundation.

Cindy Ishoy

A letter is to be sent from the Sub-Committee to Cindy Ishoy commending her on winning a bronze medal in the Seoul Olympics.

Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Anne Stewart,
Chairperson

Stella Glover, Secretary
/jc

Hamilton Status of Women

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAIN ST. WEST, HAMILTON, ONT. L8N-3T4

(416) 526-2735

Kathy Dieter
Hamilton Public Library

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1989 February 27

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
1989 March 6
5:45 o'clock p.m.
Room 233, City Hall



Stella M. Glover
Secretary

AGENDA

1. Introduction and Welcome to New Members.
2. Terms of Reference and Guidelines.
3. Minutes of the meeting held 1989 February 13.
4. Business Arising from the Minutes.
5. Appointment of Chairperson.
6. National Action Committee - Annual General Meeting. May 12-15, 1989 - Carleton University, Ottawa.
7. Upcoming Community Events and Special Invitations.
8. Other Business.
9. Adjournment.

SG/jc

GUIDELINES FOR THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

1. CHAIRPERSON

To be elected for a term of one year by the members of the Hamilton Status of Women Sub-Committee. The term will commence with the first meeting in March of each year.

ORDER OF BUSINESS

Quorum - will consist of 50% of the Sub-Committee members, plus one, in good standing.

Order of Business to be governed by Parliamentary Procedures as designed by Bourinot's Rules of Order.

The Chairperson is the only person who officially speaks for the Hamilton Status of Women Sub-Committee in the community, unless another member be deputized to speak in the Chairperson's place.

The Chairperson will routinely refrain from voting on a question, unless a tie has taken place.

The Chairperson will be an ex-officio member of all Committees.

2. VICE-CHAIRPERSON

One of the two Aldermen appointed to the Sub-Committee will be elected for a one year term to correspond to that of the Chairperson.

3. TENURE ON THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE

Tenure on the Hamilton Status of Women Sub-Committee for a member in "good standing"*will be for a three year period to correspond to that of the elected municipal Council. The maximum length of an appointment will be two appointments for a total of six years, unless serving as an Executive Committee member.

*Member in "good standing":

- (a) Attendance. If three meetings in sequence are missed without exceptional reason, the Hamilton Status of Women Sub-Committee appointment must be questioned. If over 50% of meetings are missed (Committee and Standing Committee), the member would be expected to resign at the end of that year ending April 1st.

Guidelines for the Hamilton Status of Women Sub-Committee

.... 2

- (b) Responsibility. The member must adhere to the Hamilton Status of Women Sub-Committee guidelines.
- (c) Considered acceptable for appointment by the Legislation Committee and Council.

4. POSITION DESCRIPTIONS(i) CHAIRPERSON

To represent the Sub-Committee in the community and must be the only spokesperson for the Sub-Committee, unless another member is deputized.

Prepares the Agenda while working with the Sub-Committee Secretary and Executive Committee and is responsible for the day-to-day business for the Sub-Committee.

The Chairperson will call regular meetings of the Executive Committee.

General Duties of a Chairperson

1. Plan Agenda.
2. Work closely with Executive Committee.
3. Open and close meetings.
4. Give rulings on points of order.
5. Guide discussion and ensure that motions are moved and seconded.

(ii) VICE-CHAIRPERSON

Will be part of the Executive Committee and will be ready to deputize for the Chairperson and report to the Legislation Committee whenever necessary.

(iii) PAST CHAIRPERSON

Will be part of the Executive Committee and will be Nominating Chairperson for the Executive Committee elections. The Nominating Committee will consist of the Nominating Chairperson and two volunteer members of the Sub-Committee.

Guidelines for the Hamilton Status of Women Sub-Committee

.... 3

(iv) EXECUTIVE COMMITTEE

Will consist of the Chairperson, the Past Chairperson, the Vice-Chairperson, the Standing Committee Chairpersons and an Executive Member at Large - to be filled by a member in their first year.

This Executive will strive to streamline the Agenda material and provide the necessary research data so that the Sub-Committee as a whole has the necessary information base needed for an educated judgement. All decisions must be brought to the Hamilton Status of Women Sub-Committee, however when expediency is a factor, the Executive Committee is empowered to act on behalf of the full Sub-Committee.

(v) STANDING COMMITTEES

The Standing Committee Chairpersons will be elected by the Sub-Committee and will be consulted on a regular basis.

The Standing Committee Chairpersons will also hold office for one year, hold regular meetings, and will report to the Executive Committee and to the Hamilton Status of Women Sub-Committee.

5. STANDING COMMITTEES FOR THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE(a) Women in the Workplace

- Affirmative Action and Employment Equity
- Sexual Harassment
- Education
- Labour Legislation
- Child Care
- etc.

(b) Women in Society

- Networking
- Health Care
- Political Awareness Seminars
- Liaison with other Committees and Groups
- Pornography, Domestic Violence and Family Law
- etc.

Monday, 1989 February 13
5:45 o'clock p.m.
Room 233, City Hall

3.

The Hamilton Status of Women Sub-Committee met.

There were present: Anne Stewart, Chairperson
Alderman Mary Kiss
Alderman Tom Jackson
Joan Balinon
Mary McKenzie
Betty Kobayashi
Brian Lewis
Mary Jo McLaren
Thelma McGillivray

Regrets: Doreen Johnson

Also Present: Stella Glover, Secretary

The minutes of the meeting held 1989 January 9 were ADOPTED.

Mins. 1/9/89 adopted

The matter of the mural at Haut International in Jackson Square, tabled at the previous meeting, was discussed.

Discussion re: Haut International

The Sub-Committee agreed that a letter be sent to Haut International pointing out that the display was found to be offensive and pointing out that women were not encouraged to try products which were advertised in a degrading way.

The Sub-Committee's attention was also drawn to the fact that an advert for Cannon Colour Laser Copier, which was considered to be offensive to women, was still being used. A letter is to be sent to the Canadian Advisory Council protesting this advertisement.

Discussion re: ad for Cannon Colour Laser Copier

Joan Balinon reported on the dinner and said the 1988 dinner had been one of the best with a positive response received. However, she drew attention to some literature which had been distributed at the dinner advertising a Christian Heritage Party of Canada rally.

Report on 1988 Women of the Year Dinner

The Sub-Committee agreed that a letter expressing disapproval be sent to the Christian Heritage Party, pointing out that the Sub-Committee does not allow anyone to distribute literature at the dinner.

-flyers for CHP rally

The question of security was raised as a result of an unpleasant incident experienced by the dinner convenor. The Sub-Committee suggested that in future the convenor's address not be included in the dinner flyers.

-security

Numerous letters of thanks were received from attendees at the dinner, complimenting the Sub-Committee on the success of the evening. It was noted that the convenor had received two telephone calls from a nominee

-letters of thanks & congratulations & complaints

who accused the Sub-Committee of discrimination in their choice of winners. A letter is to be sent to this lady pointing out the difficulty in selecting six winners out of so many impressive nominees.

Discussion on toast to Queen

In response to a request that a toast be made to the Queen at future dinners, the opinion was expressed that it would not be appropriate for a feminist committee to toast the Queen when in fact the monarchy were sexist in their approach to succession.

Discussion re press coverage

Concern was expressed at the lack of TV coverage for the dinner this year and despite a request for total coverage, Cable 14 had only attended for the Press Conference. It was noted that Cable 14 from Stoney Creek had done a half hour programme on the winners. A suggestion was made that Mohawk College be invited to cover the whole dinner and a large TV screen be used for the 1989 awards dinner. A date of Thursday, February 1st, 1989 was tentatively set and the Convention Centre is to be booked by Joan Balinson.

Discussion re: letters to winners

The letter to the six winners was reviewed and is to be amended to read "come to the Convention Centre at 5:00 o'clock p.m. for a Press Conference, instead of "anytime after 5:00 o'clock p.m."

Suggestion for '89 Speaker

A suggestion was made that Lynne Johnson be considered as a Guest Speaker for the 1989 dinner.

Thank you letter & bonus for convenor

A thank you letter is to be sent to the dinner convenor, Lynda McDermott, together with a \$50.00 bonus.

Letter & flyer to previous winners so they can be acknowledged @ dinner

A suggestion was made that a letter and flyer be sent to previous winners requesting that they advise the Sub-Committee if planning to attend in order that they can be acknowledged. An invitation is to be sent to Andrew Mowatt's mother next year advising her of the dinner.

Discussion re: Women & Addictions Day

Participation in "Women and Addictions" Day - May 24, 1989 is to be brought forward to the March meeting to be dealt with by the new Sub-Committee.

Upcoming community events & invitations

The Chairperson advised the Sub-Committee of upcoming community events and invitations and a letter is to be sent to Jacqueline McNeilly acknowledging the provision by the Zonta Club of their publications.

Discussion re: Women's Centre

Joan Balinson advised the Sub-Committee that the Women's Centre will be opening up their library on books on women's issues and donations will be welcome. She drew attention to the fact that magazines and newsletters which the Sub-Committee had in the past donated were no longer being received by the Sub-Committee. Mrs Balinson suggested that the new Sub-Committee might look into why they were no longer on these mailing lists and that if such literature came in the future, it should be sent to the Women's Centre.

The Sub-Committee was advised of offensive material being sold by W.H. Smith's and a letter is to be sent to them with regard to these magazines. W.H. Smith

The Chairperson advised the Sub-Committee that the Legislation Committee had approved the Status of Women Budget for 1989 in the amount of \$11,751.00. She said a Chairperson's Report would be prepared for the March Legislation meeting. Budget approved

A suggestion was made that a photo album be kept of Status of Women photographs in the future. It was noted that not all Status of Women members were introduced at the dinner and the suggestion made that in future all head tables guests and Status of Women members be acknowledged at the Women of the Year dinners. Suggestion re: photo album

There being no further business, the meeting then adjourned. Adjournment

Taken as read and approved.

Anne Stewart
Chairperson

Stella Glover
Secretary

/jc

Hamilton Status of wOmen

THE HAMILTON STATUS OF WOMEN SUB-COMMITTEE
CITY HALL, 71 MAINST. WEST, HAMILTON, ONT. L8N-3T4

(416) 526-2735

Kathy Dieter
Hamilton Public Library

HAMILTON PUBLIC LIBRARY

MAY 10 1989

GOVERNMENT DOCUMENTS

1989 May 3

NOTICE OF MEETING

Hamilton Status of Women Sub-Committee
Monday, 1989 May 8th
5:45 o'clock p.m.
Room 233, City Hall

Susan Reeder /gc
Susan K. Reeder
Acting Secretary

DINNER WILL BE AVAILABLE AT 5:30 O'CLOCK P.M.

A TAPE ON A RECENT CITY COUNCIL MEETING RE: GRANTS WILL BE SHOWN DURING DINNER.

AGENDA

5:45 o'clock p.m.

A. Presentation - Ms. Lindsay George, Co-Ordinator, W.W.A.S.H. (Women Working Against Sexual Harassment).

1. Chairperson's Remarks.

2. Minutes of the meeting held Monday, 1989 April 10th.

3. Committee Reports:

Executive Committee (Thelma McGillivray)
Women in the Workplace (Mary McKenzie)
Women in Society (Betty Kobayashi)

Hamilton Status of Women Sub-Committee

Notice of Meeting - Monday, 1989 May 8th

... 2

4. Review of Sub-Committee letter re: Wrestlemania.
5. Announcements on Upcoming Community Events and Special Invitations.
6. Women's Studies Programme, McMaster University. (Suzanne Cornforth)
7. Review of N.A.C. Resolutions for the upcoming Annual General Meeting.
 - (a) N.A.C. Organizational Review Report 1988-1989.
 - (b) N.A.C. 1989-1990 Executive Priority Recommendations.
8. Information Items:
 - (a) 1989 Membership List
 - (b) Correspondence & News Articles re: Funding for Miss Hamilton Pageant.
 - (c) List of General Information Received - No Action Requested.
9. Other Business.
10. Adjournment.

SKR/jc

Monday, 1989 April 10
5:45 o'clock p.m.
Room 233, City Hall

2.

The Hamilton Status of Women Sub-Committee met.

There were present: Thelma McGillivray, Chairman
Alderman Mary Kiss - Vice Chairman
Alderman Tom Jackson
Mary McKenzie
Suzanne Cornforth
Shirley Molot
Janice Tomkins
Cathie Sindall
Agnes Samson
Barbara Chambers
Mary Sullivan
Elizabeth Avetissian
Denise Papaiz
Lynda Morris
Elizabeth Koybayashi

Also present: Stella Glover, Secretary

Regrets: Debbie Barfknecht

The minutes of the meeting held 1989 March 6 were ADOPTED as amended to reflect the amended spelling of Cathie Sindall and Lynda Morris names.

Minutes of
Meeting adopted

The Chairman reported that the Executive Committee had met, predominantly to set the agenda.

After receiving confirmation from Mary McKenzie that she would chair the Women in the Workplace Sub-Committee, Chairman gave a brief description of the activities of the two Sub-Committees and asked members to state a preference.

Members indicated their preference as follows:

Women in the Workplace Sub-Committee

Chairman, Mary McKenzie
Denise Papaiz
Cathie Sindall
Janice Tomkins
Suzanne Cornforth
Barbara Chambers

Women in Society Sub-Committee

Chairman, Betty Kobayashi
Lynda Morris
Alderman Mary Kiss
Agnes Samson
Shirley Molot
Elizabeth Avetissian

Members indicate
a preference for
Sub-Committees

1989 April 10

NAC - Southern
Ontario Regional
Meeting

The Chairman then advised members of the Southern Ontario Regional meeting of the National Action Committee of the Status of Women, to be held at 6:00 p.m. on Thursday, April 13th at City Hall. She said light refreshments were to be provided and NAC representatives would be speaking about the NAC resolutions and constitutional changes.

The Chairperson of the Women in Society Sub-Committee asked members of her Sub-Committee to meet on May 8th following the next regular meeting of the Committee and to bring forth their ideas and wishes for the Sub-Committees focus.

The Chairperson of the Women in the Workplace Sub-Committee advised members of her Sub-Committee of a short meeting to follow the regular meeting that evening in order to set future meeting dates.

Speaker for 1989
Women of the Year
Dinner

Consideration was given to the speaker for the 1989 Women of the Year Dinner and the following names were suggested as possible speakers:

Lynn Johnston
Margaret Atwood
Nancy Jackman
Rosemary Brown
Marguerite Russell
Jeanette Turner-Hospital
Anne Dagg

The Chairman encouraged members to give consideration to suitable speakers and discuss the matter further within their Sub-Committees.

Attendance at NAC
A.G.M.

Attendance at the 1989 National Action Committee Annual General Meeting to be held in Montreal from May 12 to 15 was discussed.

The following members expressed interest in attending:

Cathie Sindall
Agnes Sampson
Elizabeth Avetissian
Janice Tompkins
Thelma McGillivray
Alderman Mary Kiss

It was noted that the Chairman would be fully funded, attending as a delegate, together with one other member who would attend as alternate. Registration for an additional four members would also be paid. The name of the alternate member, to be fully funded, would be drawn from those wishing to attend.

The Committee agreed that a representative of WWASH be invited to attend the next meeting on May 8th to give a presentation on WWASH.

Members then reported on events they had attended on behalf of the Committee including International Womens' Day at McMaster University; a Women are Survivors Meeting (WAS) for women who had been victims of abuse; and an Industry-Education Partnership Symposium. The Committee were advised that Mr. Tony Busseri, the Area Manager with the Canada Employment Centre in Hamilton had expressed an interest in working with the Status of Women Sub-Committee.

Events attended
by members

Alderman Jackson advised the Committee that, as a result of a request from the Mayor's Race Relations Committee to the Personnel Committee, the Human Resources Department had been asked to prepare a report on hiring practices within the department of visible minorities and women.

The Committee were in receipt of copies of the letter from the past Chairperson of the Status of Women Sub-Committee, together with a copy of a newspaper article, regarding the request for city funding of the Miss Hamilton Beauty Pageant. Concern was expressed that the City would consider funding a private enterprise and also with Alderman McCulloch's reference in the newspaper article to the Status of Women Sub-Committee as an "outside group".

City funding of
Miss Hamilton
Beauty Pageant

It was noted that the City Council would consider the Finance Committee Report with regard to this grant application at the following evening's council meeting.

The Committee agreed as follows:

That a letter be sent to City Council through the City Clerk, drawing attention the mandate of the Sub-Committee and their relationship to Council, and explaining the Committee's objection to this kind of Pageant.

Members of the Committee were encouraged to attend the council meeting on the following evening.

The Committee were also advised of a letter which had been sent to The Hamilton Spectator with regard to a recent judgement by Judge Derek Hogg with regarding the obscenity law.

Letter to
Spectator re.
judgement on
obscenity law

The Chairman then advised the Sub-Committee of upcoming invitations and special events. Consideration was given to taking out a subscription to "Community Action", however, the Committee decided against this.

Invitations and
Special Events

Alderman Kiss referred a letter to the Sub-Committee which she had received from a concerned citizen, Mr. Gordon Trudell, urging municipalities to provide funding for sexual assault centres.

1989 April 10

The Chairman said this fitted with the mandate of the Committee and as part of the orientation for new members asked for Committee input on what they would like to become involved in. She advised the Committee of the past practice whereby members had chosen a topic within their particular range of interest on which they had spoken at a regular meeting of the Committee.

The following members offered to speak on a particular subject:

Members elected
to speak on
specific topics

Barbara Chambers	-- Female Circumcision
Ald. Mary Kiss	-- Realistic Expectations for Sexual Assault Centres with regard to regional and city funding
Elizabeth Avetissian	-- Child Abuse
Lynda Morris	-- Report of the Premier's Council "Competing in a Global Economy"
Suzanne Cornforth	-- New McMaster Pilot Project - A Science Education Project for Women designed to encourage women to enter the field of science
Betty Kobayashi	-- Ecology
Thelma McGillivray	-- Changes in the Family Law Act - Bill 124

Magazine article
on Feminism
criticized

An article on feminism entitled "The New F Word" was circulated and the Committee agreed as follows:

That a letter be sent to the editor of Saturday Night Magazine expressing concern with the magazine article on feminism entitled The New "F" Word.

Members who represent other groups were asked to encourage them to write letters in opposition to this magazine article.

Letter expressing
concern re.
"Wrestlemania"

The Committee's attention was drawn to the "Wrestlemania" contest which had recently been staged at Copps Coliseum. Concern was expressed that the show had portrayed violence against women as a form of entertainment, particularly as this type of show was aimed at children.

The Committee agreed:

that a letter be sent to the Chairman of CHCH TV expressing the Committee's concern in this regard.

Hamilton Status of Women Sub-Committee

-5-

1989 April 10

The Chairman advised the Committee that Heather Bishop was to appear in concert at Westdale school on April 14th -- tickets \$10.00 and available from the Woman's Book Stop.

Heather Bishop
concert

There being no further business the meeting then adjourned.

Adjournment

Taken as read and approved.

Thelma MacGillivray
Chairperson

Stella Glover
Secretary

/af

C2 THE SPECTATOR, THURSDAY, APRIL 13, 1989

Women's studies program given green light by McMaster senate

By EMILIA CASELLA
The Spectator

WOMEN'S STUDIES has been given the go-ahead at McMaster University and advocates of the new program say they expect no trouble filling the first-year class.

The four-year program, slated to start in September 1990 with up to 100 students, received unanimous approval yesterday from the university senate, making McMaster the nineteenth Canadian university to

offer women's studies. Dr. Joan Oakwell, who chaired the program planning committee, says she and other committee members expect a surplus of applicants.

"We know of people who have gone elsewhere because we don't have a program here," she said after the meeting.

In its proposal, the committee had warned students would turn to other universities and McMaster could have trouble attracting new

women faculty if it didn't demonstrate a commitment to the field of women's studies.

Nine Ontario universities already offer women's studies programs. They include the universities of Toronto, Western Ontario, Waterloo, Guelph and York.

Dr. Oakwell said the Mac program will differ from others in the province, because it will encourage applied research on projects relevant to the Hamilton area.

"The key thing is we're making it very much related to the Hamilton-Wentworth region," said Dr. Oakwell.

A director is to be appointed by July 1 to begin a planning year for the program. McMaster will offer it as a combined honors degree — meaning students will receive an honors bachelor of arts in women's studies and another subject.

Dr. Oakwell said the committee found several courses already

in all academic subjects," said Dr. Oakwell.

In a report to senate, the undergraduate council urged that the establishment of this and other programs not reduce resources available to existing programs.

Women's studies is slated to cost about \$70,000 in its planning year and about \$194,000 in its first year, but actual financial and enrolment details must be worked out by the president's budget committee.

Man goes under water in bid to elude police

IT WAS a game of snakes and ladders for police officers.

When officers from the regional police child abuse squad went to a central Mountain home yesterday, a man took off in a van. He led pursuing officers down the Sherman Access, and then back up the Kenilworth Access.

He took Mountain Brow Boulevard to the Alban Falls Conservation Area, where he jumped out and took off on foot. He then ran down the slope beside the

falls. Officers caught up with him at the bottom, where he was lying in the shallow stream, trying to hold himself under water.

An ambulance was called but was not required. Norman Joseph Oakley, 38, of no fixed address, has been charged with sexual assault, sexual interference, and escaping custody. The sex charges involve incidents with a 13-year-old girl between last September and March of this year, police say.

Wentworth Heritage Village

By WAYNE MacPHAIL
The Spectator

IN LESS than three months the Hamilton-Wentworth region will have a social service watchdog.

A social services watchdog is on watch

'A Better Business Bureau for agencies'



6



RESOLUTIONS

WOMEN FOR
FEMMES ET
SOCIAL SOLIDARITY
SOLIDARITÉ SOCIALE

NATIONAL
ACTION
COMMITTEE
ON THE STATUS OF WOMEN

May 12 - 15, 1989
Les 12, 13, 14 et 15 mai 1989

Carleton University
Université Carleton

Ottawa, Ontario

COMITÉ
CANADIEN
D'ACTION
SUR LE STATUT DE LA FEMME

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Spring 1989

MEMO FROM THE RESOLUTIONS COMMITTEE

To allow for more participation, substantial changes were made in the resolutions process for this year. Resolutions will be considered during four time periods over the Annual Meeting weekend, as described below. The six categories of resolutions are:

A. CONSTITUTIONAL CHANGES

Note that these require approval by two-thirds of registered delegates, so make sure you are there and don't forget your voting card!

B. PRIORITY POLICY RESOLUTIONS

These deal with matters arising from the Executive Priority Plan, imminent legislation, minority interests and prominent feminist issues on which NAC has no policy.

C. GENERAL POLICY RESOLUTIONS

Resolutions on new issues, or which develop NAC's previous policies on familiar feminist subjects, or which alter or challenge previous positions.

D. DIRECTIVES FOR ACTION ON EXISTING POLICY

These resolutions direct NAC to undertake particular actions which are in keeping with already existing policy.

E. REAFFIRMATION OF EXISTING POLICY

These restate policies adopted by past Annual General Meetings (AGMs).

F. EMERGENCY RESOLUTIONS

As defined in the next page of this memo.

Here are the periods when resolutions will be considered during the Annual Meeting:

1. Friday Resolutions Discussions

Friday afternoon, delegates and observers will divide into four groups to discuss resolutions from categories B (Priority Policy) and C (General Policy). The meetings will be informal and a straw vote will be taken on each resolution discussed.

2. Saturday Organizational Review Plenary

From 4:30 to 6:00 on Saturday afternoon, constitutional resolutions (category A) will be reviewed and discussed in a plenary session conducted by the Organizational Review Committee. Straw votes will also be taken during that period.

3. Saturday Amendment Session

At previous Annual Meetings, much time was spent (or wasted) discussing in plenary meetings amendments on which everyone agreed. To avoid this, a specific time has been set aside (6:00 to 7:00 Saturday evening) for informal meetings between resolution "movers" and "amenders" to agree on friendly amendments before the Sunday plenary meetings.

4. Sunday Plenary Meeting and Vote

Resolutions will be discussed and voted on in alphabetical order from Category A to Category E until we run out of either time or resolutions. Categories B and C will also be internally ranked according to the results of the Friday afternoon straw votes: first, resolutions approved by 80%, then those rejected by 80%, and the rest last.

Emergency resolutions, which are described below, will be dealt with in a separate category.

EMERGENCY RESOLUTIONS

Definition

What qualifies as an Emergency Resolution? According to NAC's Constitution (Article XIV, Section 4), the answers are:

- a) An Emergency Policy Resolution is a policy resolution having regard to an issue, matter or event
 - (i) that has arisen within the 60 days preceding the Annual General Meeting; and
 - (ii) upon which NAC has insufficient or no existing policy; or
 - (iii) that requires action before the next executive meeting.
- b) An Emergency Policy Resolution shall be considered by the Annual General Meeting if two-thirds of the delegates present and voting determine that it addresses an emergency or otherwise should be heard.
- c) Notwithstanding (a) above, two-thirds of the delegates present and voting may deem any proposed policy resolution to be an emergency Policy Resolution.

Deadline and Procedure

To be considered, emergency resolutions must be submitted to the NAC Conference office (President's Room) at Carleton University BY NOON ON SATURDAY MAY 13TH. The Resolutions Committee will

study them to determine if they qualify for emergency status and will post its decisions on or near the door of the NAC conference office by 6:00 p.m. on Saturday. Any group submitting an emergency resolution which the Resolutions Committee finds ineligible is entitled to a hearing early Sunday morning. A printed form on procedures will be available at the NAC Conference office.

Format Requirements

- a) The minimum requirements are the same as for ordinary resolutions: submitting groups must be in good standing and resolutions must be signed by at least one (preferably two) authorized person(s). There must also be Justification of the Emergency Status, including:
 - (i) When the issue arose;
 - (ii) Why it is an emergency that requires action before the next executive meeting;
 - (iii) Whether there is existing NAC policy on the issue, and if so, why it is insufficient.
- b) Resolutions must be typed. Typewriters will be available in the NAC Conference office. The member group's name, the proposer's name and her residence room or local phone number must be included.
- c) If possible, please provide your emergency resolution in both English and French. It speeds things up greatly and could save a translator from having to work all night.

For further information on resolutions, contact the NAC office in Toronto (tel. 1-416-922-3246) or enquire at the NAC Conference office (President's Room) at Carleton University.

We hope this new resolutions process will make your NAC Annual Meeting more meaningful and enjoyable and we hope to see you there.

The Resolutions Committee

Louise Dulude and Jacqui MacDonald, co-chairs,
with Janice Freeman, Marianne Wilkinson and
Noëlle-Dominique Willems

A. CONSTITUTIONAL AMENDMENTS

Note: Under Article XII.1.(a) of NAC's Constitution, amendments to the Constitution require a vote of two-thirds of registered voting delegates at the Annual Meeting. It is very important that all voting delegates attend and vote at the Sunday plenary.

1. Article III: TYPE OF ORGANIZATION Section 4

Current Wording

"4. NAC shall conduct its affairs in a manner free from bias with regard to political or religious affiliation, national origin, race, or social position."

BE IT RESOLVED THAT Article III, Section 4 of the NAC Constitution be amended to read as follows:

"4. NAC shall conduct its affairs in a manner free from bias with regard to political affiliation, religious affiliation, national origin, ethnic origin, race, ^{*geography}, age, marital status, social position, sexual orientation, and cross disability."

equal? sex/gender

Effective Date: May 15, 1989

Rationale

Additional grounds are included with the intent of making NAC more accessible.

Submitted by: NAC Executive

2. Article VI: FINANCES Section 2 - CUSTODY OF FUNDS AND PROPERTY Proposed new subsection (a)

BE IT RESOLVED THAT Article VI, Section 2 of the NAC Constitution be amended by adding a new subsection as subsection 2(a), with the existing subsections (a) to (d) to be renumbered (b) to (e). The new subsection 2(a) would read as follows:

"2.(a) NAC annual budgets shall be submitted every year to delegates to the General Annual Meeting for discussion and approval."

✓ prior executive only

Effective Date: 1990 AGM

**Costs?*

Rationale

The allocation of NAC resources, including financial resources, necessarily reflects the priorities of the organization, and member groups must have access to financial information in order to make informed choices concerning the direction of the organization.

Submitted by: Women's Research Centre

3. ARTICLE VIII: MANAGEMENTSection 2 - COMPOSITION OF THE EXECUTIVE COMMITTEE

Subsection (a)(ii)

withdraw

Current Wording

"2.(a) (ii) Five (5) Members-at-Large;"

BE IT RESOLVED THAT Article VIII, Section 2(a)(ii) of the NAC Constitution be amended to read as follows:

"2.(a) (ii) Six (6) Chairs of Issues Committees, one from each of six (6) Issues Committees named in the Regulations."

Effective Date: Nominations, 1990 AGM

Rationale

The proposal for elected chairs is part of the proposal for the creation of umbrella issue committees. Existing committees would become working groups under one of the umbrella committees. This would increase coordination and liaison in the development of policy and political action strategies.

Submitted by: NAC Executive

NOTE FROM THE RESOLUTIONS COMMITTEE: NAC'S EXECUTIVE, AT ITS MEETING OF APRIL 1-2, DECIDED TO WITHDRAW THIS RESOLUTION.

4. ARTICLE VIII: MANAGEMENTSection 2 - COMPOSITION OF THE EXECUTIVE COMMITTEE

Subsection (a)(iv)

Current Wording

"2.(a) (iv) The immediate Past President."

BE IT RESOLVED THAT Article VIII, Section 2.(a)(iv) of the NAC Constitution be deleted.

Effective Date: May 15, 1989

reference of
1990
Rationale

There are other ways to integrate the experience and expertise of the Past President than through her formal membership on the Executive Committee.

Submitted by: NAC Executive

5. ARTICLE VIII: MANAGEMENT

Section 2 - COMPOSITION OF THE EXECUTIVE COMMITTEE

Proposed new subsection (b)

BE IT RESOLVED THAT Article VIII, Section 2 of the NAC Constitution be amended by adding the following:

"2.(b) The rotation of Executive Committee members shall be as follows:

- (i) In even numbered years,
2 Vice Presidents
Secretary

3 Chairs of Issues Committees

7 Regional Representatives

will be elected for two (2) year terms.

- (ii) In odd numbered years,
President
1 Vice President
Treasurer

3 Chairs of Issues Committees

6 Regional Representatives

will be elected for two (2) year terms."

Effective Date: Even numbered years: 1990

Odd numbered years: 1991

Rationale

The proposed rotation would allow for an orderly replacement of Executive Committee members. Where an Executive Committee member is unable to complete her term of office, the remainder of the term would be completed by another person selected according to constitutional procedures.

Submitted by: NAC Executive

NOTE FROM THE RESOLUTIONS COMMITTEE: NAC'S EXECUTIVE, AT ITS MEETING OF APRIL 1-2, DECIDED TO WITHDRAW THE PARTS OF THIS RESOLUTION WHICH ARE PRINTED IN BOLD CHARACTERS, AND TO REPLACE THEM WITH: "2 Members-at-Large" and "3 Members-at-Large".

✓ B.C.
6. Article VIII: MANAGEMENT

Section 2 - COMPOSITION OF THE EXECUTIVE COMMITTEE

New subsection (c) - or (b), if Resolution 5 is not approved

BE IT RESOLVED THAT Article VIII, Section 2 of the NAC Constitution be amended by adding the following:

"2.(b) or (c) Commencing at the 1990 Annual General Meeting, the position of NAC President shall be a full-time paid position with a salary not to exceed the maximum salary for other NAC staff. NAC will also allocate an amount sufficient to cover the President's relocation expenses, should such relocation be necessary for the President to fulfill her responsibilities."

2 years

** costs high relocation*

Effective Date: 1990 AGM

Rationale

The position of NAC President plays a vital role in the direction and public profile of the organization. The current status of this position as an unpaid, voluntary position restricts access to those women able to arrange their economic and personal lives to enable them to fulfill this role. This situation also effectively restricts those able to fulfill this role to those in Central Canada.

Submitted by: Women's Skill Development Society *B.C.*

7. ARTICLE VIII: MANAGEMENT

Section 3 - DUTIES AND POWERS OF THE EXECUTIVE COMMITTEE

Subsection (h)

Current wording

"3.(h) No member of the Executive Committee shall accept remuneration for services rendered to NAC."

BE IT RESOLVED THAT Article VIII, Section 3, subsection (h) of the NAC Constitution be amended to read as follows:

"3.(h) With the exception of the President, no member of the Executive Committee shall accept remuneration for services rendered to NAC."

Effective Date: 1990 AGM

Rationale

This change is necessary to implement Resolution 6 above.

Submitted by: Women's Skill Development Society

8. Article VIII: MANAGEMENT
Section 3 - DUTIES AND POWERS OF THE EXECUTIVE COMMITTEE
 Subsection (f)

Current Wording

"3.(f) At each Executive Committee meeting, the Treasurer shall present a financial report, including an account of funds received and disbursed."

BE IT RESOLVED THAT Article VIII, Section 3, subsection (f) of the NAC Constitution be amended to read as follows:

"3.(f) At each Executive Committee meeting, the Treasurer shall present a financial report, including an account of funds received and disbursed. At the Annual General Meeting, the Treasurer shall present budget forecasts as part of the Annual Report."

Effective Date: 1990 Annual Report

Rationale

The effect of this resolution would be to facilitate member participation in prioritizing the work of the organization at the Annual General Meeting by maximizing available information on the financial implications of decisions.

Submitted by: NAC Executive

9. Article VIII: MANAGEMENT
Section 4 - VACANCIES
 Subsections (a)(ii) and (a)(iii)

*Quintis
280 members*

Current Wording

"4.(a) In the event of a position becoming vacant through the resignation, death, or removal of an Executive Committee member, vacancies shall be filled as follows:

ii) Members-at-Large:

where possible, from the list of unsuccessful candidates for Members-at-Large, taken in order of their standing in the elections at the Annual Meeting;

iii) Regional Representatives:

1) where possible, from the list of unsuccessful candidates for Regional Representative, taken in order of their standing in the elections at the Annual Meeting; or

*(elected in Regions)
VS AGM*

2) through a regional election, conducted by a representative of the NAC Executive, who shall be responsible for calling for nominations from the member organizations in the region, sending a list of candidates for voting to the regional member organizations, and ensuring that a proper regional election takes place within sixty (60) days of the vacancy."

BE IT RESOLVED THAT Article VIII, Section 4, subsections (a)(ii) and (a)(iii) of the NAC Constitution be amended to read as follows:

"4.(a) In the event of a position becoming vacant through the resignation, death, or removal of an Executive Committee member, vacancies shall be filled as follows:

Withdrawn

ii) Chairs of Issues Committees:

where possible, from the list of unsuccessful candidates for Chairs of Issues Committees, taken in order of their standing in the elections at the Annual Meeting;

iii) Regional Representatives:

1) where possible, from the list of unsuccessful candidates for Regional Representative, taken in order of their standing in the elections; or
2) through a regional election, conducted by a representative of the NAC Executive, who shall be responsible for calling for nominations from the member organizations in the region, sending a list of candidates for voting to the regional member organizations, and ensuring that a proper regional election takes place within sixty (60) days of the vacancy."

Effective Date: May 15, 1989

Rationale

Editorial, to maintain consistency with other proposed amendments.

Submitted by: NAC Executive

NOTE FROM THE RESOLUTIONS COMMITTEE: NAC'S EXECUTIVE, AT ITS MEETING OF APRIL 1-2, DECIDED TO WITHDRAW THE PART OF THIS RESOLUTION WHICH IS PRINTED IN BOLD CHARACTERS, AND TO KEEP THE CURRENT WORDING OF SUBSECTION (a)(ii).

10. Article VIII: MANAGEMENT
 Section 5 - TERMS OF OFFICE
 Subsection (a)

Current Wording

"5.(a) The term of office of members of the Executive Committee and of all committees shall ordinarily be from one Annual Meeting to the next."

BE IT RESOLVED THAT Article VIII, Section 5(a) of the NAC Constitution be amended to read as follows:

"5.(a) The term of office of members of the Executive Committee and of all committees shall ordinarily be two years from the Annual General Meeting at which they are elected."

Effective Date: As for Resolution 5 above

Rationale

It is important to maintain continuity in the Executive Committee. With the growing size and complexity of the organization, it may take up to a year for an Executive Committee member to understand fully her role and responsibilities.

Submitted by: NAC Executive

11. ARTICLE IX: MEETINGS
 Section 1 - EXECUTIVE COMMITTEE MEETINGS
 Subsection (a)

Current Wording

"1.(a) Meetings of the Executive Committee shall be held not fewer than six (6) times a year upon the call of the Secretary at the times and places agreed upon by the President in consultation with the Executive Committee members. The Officers shall meet as required between Executive Committee meetings."

BE IT RESOLVED THAT Article IX, Section 1, subsection (a) of the NAC Constitution be amended to read as follows:

"1.(a) Meetings of the Executive Committee shall be held not fewer than four (4) times a year upon the call of the Secretary at the times and places agreed upon by the President in consultation with the Executive Committee

members. A Working Group including the officers, one representative of the Regional Representatives, and one representative of the Chairs of Issues Committees shall meet a minimum of four (4) times a year between Executive Committee meetings."

Effective Date: May 15, 1989

Rationale

The resolution is intended to ensure that Executive Committee meetings are well organized, and not overloaded with administrative matters. In order to do this, the Working Group would have to meet more frequently in advance of Executive Committee meetings. Working group meetings would allow for more adequate preparation for meetings, for strategic planning and a more speedy response on issues campaigns. These recommendations are financially feasible and would allow for more efficient use of organizational resources.

Submitted by: NAC Executive

12. ARTICLE IX: MEETINGS

Section 2 - GENERAL MEETINGS: ANNUAL MEETINGS
Subsection (c)

Current Wording

"2.(c) The Annual Meeting shall elect the members of the Executive Committee; receive the audited financial report; appoint auditor(s); receive reports from the President, Treasurer, committees and the NAC Trust; approve policy resolutions, approve amendments to the Constitution, and ratify changes to the Regulations, as provided in the Constitution; and transact such other business as may properly come before the meeting."

*deletes
to NAC
Trust*

*separate
incorp
body*

BE IT RESOLVED THAT Article IX, Section 2(c) of the NAC Constitution be amended by deleting the words "and the NAC Trust". *

Effective date: May 15, 1989

Rationale

The NAC Trust is a separately constituted body, and as such makes its own decisions regarding the dissemination of its reports.

Submitted by: NAC Executive

13. ARTICLE IX: MEETINGS
 Section 4. PROCEDURES AT GENERAL MEETINGS
 Subsection (f)

Current Wording

"4.(f) When there is no provision for procedure in the Constitution and Regulations, Robert's Rules of Order shall apply."

BE IT RESOLVED THAT Article IX, Section 4, subsection (f) of the NAC Constitution be amended to read as follows:

"4.(f) When there is no provision for procedure in the Constitution and Regulations, Bourinot's Rules of Order shall apply."

*Parliament
(French)*

Effective Date: 1990 AGM

Rationale

Bourinot's Rules are used in the Canadian parliamentary system and are more widely used in Canada than Robert's. This recommendation was also contained in the Quebec review presented at the 1988 Annual General Meeting.

Submitted by: NAC Executive

14. Article X: ELECTIONS
 Section 1. ELECTIONS
 Subsections (a) and (d)

Current Wording

"1.(a) The members of the Executive Committee with the exception of the Past President shall be elected by secret ballot at the Annual General Meeting.

to suit the Region

(d) Voting for Regional Representatives shall be by region, with a delegate voting only for a candidate from the region in which both live."

BE IT RESOLVED THAT Article X, Section 1, subsections (a) and (d) of the NAC Constitution be amended to read as follows:

"1.(a) The members of the Executive Committee with the exception of Regional Representatives shall be elected by secret ballot at the Annual General Meeting.

(d) Voting for Regional Representatives shall be by region, with a delegate voting only for a

candidate from the region in which both live. Regional Representatives shall be elected in the region prior to the Annual General Meeting."

Effective Date: 1990 Elections

Rationale

This is consistent with the goals of facilitating the development of regional structures and ensuring democratic process, while maintaining the flexibility to meet the needs of diverse regions. Note that only half of the regions will elect a representative each year.

Submitted by: NAC Executive

- ✓ 15. Article X: ELECTIONS
Section 2 - NOMINATIONS
Subsections (a) and (d)

Current Wording

"2.(a) Nominations for the Executive Committee shall be submitted, together with the written consent of the nominee, by any member organization, to the Secretary forty-five (45) days prior to the opening date of the Annual Meeting, and in the manner stated by the Executive Committee.

(d) A candidate for Regional Representative shall be nominated by a member organization in the same region."

BE IT RESOLVED THAT Article X, Section 2, subsections (a) and (d) of the NAC Constitution be amended to read as follows:

"2.(a) Nominations for the Executive Committee, except Regional Representatives, shall be submitted, together with the written consent of the nominee, by any member organization, to the Secretary forty five (45) days prior to the opening date of the Annual Meeting, and in the manner stated by the Executive Committee.

(d) A candidate for Regional Representative shall be nominated by a member organization in the same region, according to procedures set out in the Regulations."

Effective Date: May 15, 1989

Rationale

Editorial, to maintain consistency with other proposed amendments.

Submitted by: NAC Executive

- ✓ 16. ARTICLE XI: COMMITTEES (other than the Executive Committee)
 Section 2 - STANDING COMMITTEES
 Subsection (a)

Current Wording

"2.(a) There shall be Standing Committees to carry out the duties of NAC, namely:

- | | |
|-------|----------------|
| (i) | Finance |
| (ii) | Membership |
| (iii) | Editorial |
| (iv) | Annual Meeting |
| (v) | Personnel |
| (vi) | Resolutions." |

*add
2 committees
fundraising*

BE IT RESOLVED THAT Article XI, Section 2, subsection (a) of the NAC Constitution be amended to read as follows:

"2.(a) There shall be Standing Committees to carry out the duties of NAC, namely:

- | | |
|--------|--|
| (i) | Finance |
| (ii) | Membership |
| (iii) | Editorial |
| (iv) | Annual Meeting |
| (v) | Personnel |
| (vi) | Resolutions |
| (vii) | Accessibility and Participation |
| (viii) | Fundraising |
| (ix) | Media and Public Relations." |

Withdrawn

Effective Date: May 15, 1989

Rationale

A standing committee on Accessibility and Participation would be responsible for identifying and dismantling current barriers to participation in NAC. The committee could act as a watchdog to ensure that all parts of the organization are attentive to the requirements of eliminating barriers and would pay particular attention to women with disabilities, women of colour, lesbians, women at home, immigrant women, women in poverty, aboriginal women, rural women, and women who have not traditionally been part of the women's movement.

NOTE FROM THE RESOLUTIONS COMMITTEE: NAC'S EXECUTIVE, AT ITS MEETING OF APRIL 1-2, DECIDED TO WITHDRAW THE PART OF THIS RESOLUTION WHICH IS PRINTED IN BOLD CHARACTERS.

A standing committee on fundraising would be responsible for the design, implementation, and evaluation of long- and short-term strategies for diversifying the funding bases of NAC. A standing committee on Media and Public Relations would be responsible for the design, implementation, and evaluation of pro-active and reactive strategies with regard to all forms of media; it would also be responsible for providing on-going support for and liaison among those speaking and/or acting on behalf of NAC.

The Committees would be chaired by a member of the Executive Committee, but need not be comprised exclusively of members of the Executive Committee.

Submitted by: NAC Executive

- ✓ 17. ARTICLE XI: COMMITTEES (other than the Executive Committee)
Section 3 - AD HOC COMMITTEES
Subsection (a)

Current Wording

"3.(a) Ad Hoc Committees may be constituted by the Executive Committee as it deems advisable, primarily to deal with policy issues."

BE IT RESOLVED THAT Article XI, Section 3, subsection (a) of the NAC Constitution be amended to read as follows:

"3.(a) Ad Hoc Committees may be constituted by the Executive Committee as it deems advisable."

Effective Date: May 15, 1989

Rationale

Previous wording unnecessarily restricts the Executive Committee in organizing its work.

Submitted by: NAC Executive

- ✓ 18. ARTICLE XII: AMENDMENT OF CONSTITUTION, Sec. 3 (a), (b) & (c)
ARTICLE XIV: POLICY RESOLUTIONS, Section 3 (a), (b) and (c)
Change in delays for submitting resolutions

BE IT RESOLVED THAT in order to change by 30 days the present delays for submitting resolutions for the NAC Annual General Meeting, amendments will be made to the NAC Constitution so that Article XII, Section 3, subsections (a), (b) and (c), and Article XIV, Section 3, subsections (a), (b) and (c) will read:

may be defeated - not enough time for focusing & preparing resolutions

"XII. AMENDMENTS OF CONSTITUTION

- 3.(a) Notice of amendments proposed by the Executive Committee shall be communicated to the membership at least one hundred and twenty (120) days before the scheduled time of the Annual Meeting.
- (b) Amendments to these proposed changes and additional amendments proposed by the membership shall be received in writing by the NAC office at least ninety (90) days prior to the scheduled time of the Annual Meeting.
- (c) Amendments to the proposals of the Executive Committee and additional amendments received in writing by the NAC office ninety (90) days prior to the Annual Meeting shall be sent by the Secretary to the membership at least sixty (60) days prior to the Annual Meeting, and shall be presented to the Annual Meeting for voting. Those not so received shall not be circulated and shall not be considered at the Annual Meeting.

XIV. POLICY RESOLUTIONS

- 3.(a) Notice calling for policy resolutions shall be communicated to the member organizations at least one hundred and twenty (120) days before the scheduled time of the Annual Meeting.
- (b) Policy resolutions shall be received by the NAC office at least ninety (90) days prior to the scheduled time of the Annual Meeting.
- (c) Policy resolutions received at least ninety (90) days prior to the Annual Meeting shall be sent by the Secretary to the membership at least sixty (60) days prior to the Annual meeting. Those policy resolutions not received at least ninety (90) days prior to the Annual Meeting shall not be circulated and shall not be considered at the Annual Meeting."

Effective Date: Call for Resolutions, 1990 AGM

Ottawa

Rationale

These changes will give member groups an additional 30 days to study resolutions prior to the AGM.

Submitted by: Ottawa Women's Lobby

- ✓ 19. ARTICLE X: ELECTIONS
 Section 2 - NOMINATIONS Subsection (a)
 Section 3 - NOTICE Subsection (a)

Current wording

- "2.(a) Nominations for the Executive Committee shall be submitted, together with the written consent of the nominee, by any member organization, to the Secretary forty-five (45) days prior to the opening date of the Annual Meeting, and in the manner stated by the Executive Committee.
- 3.(a) Notice of the nominations for the Executive Committee submitted in accordance with Article X, Section 2, shall be communicated to the membership at least thirty (30) days prior to the Annual Meeting."

BE IT RESOLVED THAT Article X, Section 2, subsection (a), and Article X, Section 3, subsection (a) of the NAC Constitution be amended to read as follows:

- "2.(a) Nominations for the Executive Committee shall be submitted, together with the written consent of the nominee, by any member organization, to the Secretary seventy-five (75) days prior to the opening date of the Annual Meeting, and in the manner stated by the Executive Committee.
- 3.(a) Notice of the nominations for the Executive Committee submitted in accordance with Article X, Section 2, shall be communicated to the membership at least sixty (60) days prior to the Annual Meeting."

Effective Date: Nominations, 1990 AGM

Rationale

This resolution increases by 30 days the time for submission of nominations for positions on the Executive Committee. The reason for this change is to maintain consistency between the deadlines by which the NAC office must mail resolutions and nominations to NAC's membership, thereby avoiding separate (and costly) mailings.

Submitted by: Ottawa Women's Lobby

"XII. AMENDMENTS OF CONSTITUTION

- 3.(a) Notice of amendments proposed by the Executive Committee shall be communicated to the membership at least one hundred and twenty (120) days before the scheduled time of the Annual Meeting.
- (b) Amendments to these proposed changes and additional amendments proposed by the membership shall be received in writing by the NAC office at least ninety (90) days prior to the scheduled time of the Annual Meeting.
- (c) Amendments to the proposals of the Executive Committee and additional amendments received in writing by the NAC office ninety (90) days prior to the Annual Meeting shall be sent by the Secretary to the membership at least sixty (60) days prior to the Annual Meeting, and shall be presented to the Annual Meeting for voting. Those not so received shall not be circulated and shall not be considered at the Annual Meeting.

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- (b) Policy resolutions shall be received by the NAC office at least ninety (90) days prior to the scheduled time of the Annual Meeting.
- (c) Policy resolutions received at least ninety (90) days prior to the Annual Meeting shall be sent by the Secretary to the membership at least sixty (60) days prior to the Annual meeting. Those policy resolutions not received at least ninety (90) days prior to the Annual Meeting shall not be circulated and shall not be considered at the Annual Meeting."

Effective Date: Call for Resolutions, 1990 AGM

Ottawa

Rationale

These changes will give member groups an additional 30 days to study resolutions prior to the AGM.

Submitted by: Ottawa Women's Lobby

- ✓ 19. ARTICLE X: ELECTIONS
 Section 2 - NOMINATIONS Subsection (a)
 Section 3 - NOTICE Subsection (a)

Current wording

- "2.(a) Nominations for the Executive Committee shall be submitted, together with the written consent of the nominee, by any member organization, to the Secretary forty-five (45) days prior to the opening date of the Annual Meeting, and in the manner stated by the Executive Committee.
- 3.(a) Notice of the nominations for the Executive Committee submitted in accordance with Article X, Section 2, shall be communicated to the membership at least thirty (30) days prior to the Annual Meeting."

BE IT RESOLVED THAT Article X, Section 2, subsection (a), and Article X, Section 3, subsection (a) of the NAC Constitution be amended to read as follows:

- "2.(a) Nominations for the Executive Committee shall be submitted, together with the written consent of the nominee, by any member organization, to the Secretary seventy-five (75) days prior to the opening date of the Annual Meeting, and in the manner stated by the Executive Committee.
- 3.(a) Notice of the nominations for the Executive Committee submitted in accordance with Article X, Section 2, shall be communicated to the membership at least sixty (60) days prior to the Annual Meeting."

Effective Date: Nominations, 1990 AGM

Rationale

This resolution increases by 30 days the time for submission of nominations for positions on the Executive Committee. The reason for this change is to maintain consistency between the deadlines by which the NAC office must mail resolutions and nominations to NAC's membership, thereby avoiding separate (and costly) mailings.

Submitted by: Ottawa Women's Lobby

✓ 20. ARTICLE XV: NAC CHARITABLE AND EDUCATIONAL TRUSTCurrent Wording

- "(a) The National Action Committee on the Status of Women Charitable and Educational Trust shall be established as a mechanism for the education of Canadians about the status of women.
- (b) The policies and priorities of the Trust shall reflect the policies and priorities of NAC.
- (c) Trustees shall be appointed by the Executive Committee according to the Declaration of Trust.
- (d) The Annual Meeting shall receive a report from the Trustees concerning the Trust's activities.
- (e) The Executive Committee shall receive a report from the Trustees at least twice a year."

BE IT RESOLVED THAT Article XV of the NAC Constitution be deleted.

Effective Date: May 15, 1989

Rationale

As above, the Trust is a separately constituted body, with its own procedures for the dissemination of information.

Submitted by: NAC Executive

Corrine Hunt Jewell

B. PRIORITY POLICY RESOLUTIONS

Note: To be passed, the following resolutions must be approved by a majority of the delegates present and voting.

Policy
Index #

SOCIAL PROGRAMS - GENERAL

- (21) BE IT RESOLVED THAT NAC strongly condemn, and mobilize in response to, any attempt by government to undermine the universality of social programs. 100.10

Background

Indications are the government will pinpoint universality as the front runner in its efforts to undermine social programs. It considers universality to be the weak link in public support for programs. However if universality is undermined, the whole network of social programs will be left extremely vulnerable.

Submitted by: Women's Commission, Communist Party of Canada

- (22) BE IT RESOLVED THAT NAC actively oppose any cuts to social programs proposed in any federal budget. 100.10

Submitted by: NAC Childcare Committee

SOCIAL SERVICES - CHILD CARE

- (23) BE IT RESOLVED THAT NAC support campaigns and organizations fighting for new child care legislation which includes these essential criteria: 100.30

a) National objectives for the development of a universally accessible, high quality not-for-profit child care system.

b) Open-ended cost-sharing to provinces/territories for capital and operating grants to the not-for-profit child care sector.

c) Cost-shared child care subsidies to low and modest income families under the Canada Assistance Plan.

d) Dispensing with schemes to fund child care programs through tax deductions and credits.

e) Amending the Unemployment Insurance Act to expand maternity and related benefits as recommended by NAC in 1986 and 1987.

Submitted by: NAC Childcare Committee

Military spending re. Inuit arrests

- *recriminalizing against abortion*
- *funding of R&H women*
- *mandatory employment security*
- *immig/disabled minorities*

Policy
Index #

24. BE IT RESOLVED THAT NAC continue to actively oppose the federal child care strategy if NAC's essential criteria are not met, and make this a priority issue in the upcoming year. 100.30

Submitted by: NAC Childcare Committee

INCOME SECURITY FOR POOR PARENTS

25. BE IT RESOLVED THAT NAC support the introduction of a much more adequate federal child benefit program for low-income families, as recommended by the Ontario Social Assistance Review Committee (SARC), but that this should be achieved while maintaining universal family allowances. 100.50

Submitted by: NAC Pensions and Poverty Committee

SALES TAXES

#1 Campaign

- (26) BE IT RESOLVED THAT NAC launch a national campaign to oppose the government's initiatives toward a broad extension of the national sales tax. 100.70

Background

Finance Minister Michael Wilson has promised to extend the national sales tax to include a tax on virtually everything. This is a very regressive form of taxation because lower income groups will have to pay a greater portion of their income in tax than wealthier groups. Women will bear a disproportionate tax burden with the introduction of a general sales tax.

Submitted by: NAC Employment Committee

EMPLOYMENT - BENEFITS FOR PARENTS

27. BE IT RESOLVED THAT NAC call for Unemployment Insurance benefits to care for family members for up to 10 days a year per dependent family member; and that sole custody parents be eligible for up to 20 days of family responsibility benefits per year for each dependent child. 300.20

Background

Present NAC policy does not take into account the number of dependents a worker has nor the need to double benefits for sole custody parents.

Submitted by: Mothers Are Women

28. BE IT RESOLVED THAT NAC call for U.I. parental benefits which would be available on a half-time basis for over 48 weeks, or full-time for 24 weeks. 300.20

Background

300.20

Part-time parental benefits would encourage the continued labour force participation of mothers by facilitating a gradual return to the work force and would allow parents of infants to balance work and family responsibilities more easily.

Submitted by: Mothers Are Women

EMPLOYMENT EQUITY

- (29). BE IT RESOLVED THAT NAC make employment equity a priority issue in the coming year and that NAC work with organizations representing visible minority, native and disabled peoples to develop and lobby for a new legislative approach to employment equity in hiring, promotion and training, including mandatory targets and timetables based on eliminating systemic discrimination, an independent enforcement agency and significant penalties for non-compliance. 300.30

Background

NAC has always condemned the Employment Equity Act's failure to impose mandatory affirmative action measures on federal employers. The first reports from these employers show widespread discrimination and demonstrate the many weaknesses of the law. Visible minority and disabled women's groups have already identified this as a priority issue.

Submitted by: NAC Employment Committee

30. BE IT RESOLVED THAT NAC publicly support the introduction by ACTRA (The Alliance of Canadian Cinema, Television and Radio Artists) of the Casting Data Report designed to promote Equal Opportunity Casting for women and visible minority performers. 300.30

Background

ACTRA is optimistic that the introduction of the Casting Report will (a) heighten the industry's awareness of any existing discrimination in the casting procedure and (b) increase work opportunities for women and visible minority performers.

Submitted by: ACTRA Women's Committee

HEALTH - REPRODUCTIVE TECHNOLOGY

- (31). BE IT RESOLVED THAT NAC be actively involved in the Canadian Coalition for a Royal Commission on New Reproductive Technologies and endorse the following to be included in the commission's mandate: 500.30

(not clear)

open

- a) the examination of implications of techniques and arrangements; ? 500.30
- b) the examination of social, legal and ethical arrangements concerning the reproduction of human beings;
- c) the active seeking of input from pertinent women's groups;
- d) the holding of public hearings;
- e) the establishment of an independent non-sexist research program; *gender*
- f) the communication of its findings to as wide an audience as possible.

Submitted by: Business and Professional Women's Club of
Ottawa

NATIVE WOMEN

32. BE IT RESOLVED THAT NAC stand in solidarity with the INNU in their demands to be recognized as a distinct people with the right to an adequate land base (a) to continue their traditional hunting and gathering way of life, and (b) with adequate resources necessary for developing a viable economy. 800.10

Background

"Canada has refused to listen to the concerns of the INNU Nation and continues to ignore the fact that Canada has no legal claim to lands seized for Canadian Forces Base Goose Bay and the associated bombing range." (Statement from the INNU, October 21, 1988).

Submitted by: NAC Survival of the Planet Committee

C. GENERAL POLICY RESOLUTIONSSOCIAL SERVICES - HOUSING

33. BE IT RESOLVED THAT NAC call on the federal government to make federally owned land available to municipalities and non-profit housing organizations for use in co-operative and other types of non-profit housing, with particular attention to the needs of older women, as well as single mothers with children. 100.40

Submitted by: Older Women's Network

INCOME SECURITY AND HEALTH

34. BE IT RESOLVED THAT NAC strongly recommends that the Government of Canada pay a pregnant woman a monthly allowance for the duration of the pregnancy to assist in supporting the extended nutritional demands of the body. 100.50 & 500.10

Background

The Federal-Provincial Advisory Committee on Health Promotion produced the scientifically supported document, Five-Year Federal-Provincial Plan on Nutrition in Health Promotion for Pregnant Women in June, 1983. Nutrition and Financial Support Services for pregnant women are identified in the Recommended Projects in this report. A very limited number of pregnant women in Canada receive such support.

Submitted by: Women's Health Education Network

INCOME SECURITY - PENSIONS

35. BE IT RESOLVED THAT NAC carry out research on the question of the federal government providing pensions for all women at the age of sixty, and present a position on this issue for voting at the 1990 Annual General Meeting. 100.60

Submitted by: Older Women's Network

- (36) BE IT RESOLVED THAT NAC support, upon divorce or separation, the mandatory and automatic splitting of all pension credits and Registered Retirement Savings Plans between the spouses for their years of cohabitation, as well as the mandatory placing of the pension credits thus obtained in a locked-in vehicle that will provide benefits when the ex-spouses reach retirement age. 100.60
- *PROV
C.P.P.

Background

In spite of changes to the laws to facilitate such sharing, only 4% of ex-spouses apply for splitting of Canada Pension Plan credits while other pension rights are almost always bargained away. Only mandatory and automatic measures can protect these rights for the future.

Submitted by: NAC Pensions and Poverty Committee

37. BE IT RESOLVED THAT on the subject of reforming pensions for surviving spouses under the Canada and Quebec Pension Plans, NAC defend the following positions: 100.60

- a) until homemakers' pensions and expanded Canada/Quebec Pension Plan benefits are introduced, no pensions for surviving spouses should be reduced; 100.60
- b) survivors' pensions should immediately be increased for older homemakers, mothers of young children and survivors with disabilities;
- c) most Canadian women, including those now aged less than 35, are still financially vulnerable and will need long-term survivors' pensions if and when they become widowed;
- d) no pension system should place women in a position of having to choose between large immediate payments and smaller benefits (or none) when they are old; and
- e) any reform package must stop the injustice of denying survivors' pensions to divorced spouses, and must support the pro-rating of these benefits between present and former spouses based on the length of cohabitation.

Background

Following federal-provincial talks and the release of a federal paper recommending the elimination of continuing benefits for future generations of widows, legislation is expected within the next year on these questions. To make effective representations, NAC must have clear positions.

Submitted by: NAC Pensions and Poverty Committee

INCOME SECURITY - TAXATION AND CHILDREN'S BENEFITS

38. BE IT RESOLVED THAT NAC support, in principle, the establishment of 17 weeks of flat rate maternity benefits to birthing mothers who are ineligible for Unemployment Insurance maternity benefits. 100.70

Background

At present, less than one half of all birthing mothers receive U.I. maternity benefits. While NAC policy calls for improved access to such benefits, many birthing mothers will continue to be ineligible (e.g. part-time workers, contract workers, women at home, students, etc.). All women should be protected from the need to earn an income during the period immediately following childbirth.

Submitted by: Mothers Are Women

39. BE IT RESOLVED THAT NAC support the principle that no one whose income is below the poverty line should pay income tax. We therefore urge the government to introduce a low-income credit that would cancel the tax payable by everyone whose household income is below Statistics Canada poverty lines. 100.70

Submitted by: Ottawa Women's Lobby

40. BE IT RESOLVED THAT NAC recommend that the Income Tax Act be amended to disallow the deduction of child support payments by the non-custodial parent, so that these sums would no longer be included in the taxable income of the custodial parent. When this change is made, it should also become possible for both parents to claim a portion of the credit for a dependent child. 100.70

Background

Parents who have custody do not spend child support monies on themselves but on the child. They are in a position similar to that of a trustee who administers money for someone else. Just as trustees do not include the funds they administer for others in their own taxable income, child support should not be included in the taxable income of the custodial parent.

Submitted by: Ottawa Association of Women and the Law,
Community Caucus

EDUCATION OF THE PUBLIC - MEDIA

41. BE IT RESOLVED THAT NAC actively urge the CRTC to maintain the elimination of sex-role stereotyping as a condition of licence for Canadian broadcasters until women have reached parity with men in the broadcasting industry. 200.40

Background

The elimination of sex-role stereotyping became a condition of licence in 1986, after a seven-year struggle by feminists in broadcasting. Now the CRTC is considering allowing Canadian broadcasters to regulate their own efforts at giving women parity with men. As Canadian television demonstrates, we are far from that goal and we believe in order to enforce the equality principle the CRTC must make it a condition of licence.

Submitted by: ACTRA Women's Committee

EMPLOYMENT - EQUAL PAY

42. BE IT RESOLVED THAT NAC (a) urge the federal research councils to evaluate the impact of Pay Equity legislations on their funding needs for the next five years; and (b) urge the Canadian government to be prepared to increase funding to these councils in accordance with its commitment to equal pay for work of equal value.

300.40

Background

Research councils are the indirect source of income of research technicians, many of whom are women who have borne more than their share of cuts in research funding through job loss and decline in real salaries. If pay equity laws impose larger salaries without an overall increase in research funds, research efforts will further decline.

Submitted by: University of Toronto Staff Association

NAC ADMINISTRATION

43. BE IT RESOLVED THAT future NAC Annual General Meetings, starting in 1990, be held at the Chateau Laurier Hotel or equivalent settings.

700.30

Background

The NAC AGM provides a brief time for delegates to meet, to strategize, to socialize and to lobby. Hotels, not middle-class universities, are designed and staffed to accommodate large group meetings. Delegates would be more productive in a more comfortable hotel setting and time that is now wasted getting from residences and classrooms back to the main meeting room could be used for more panel discussions.

Submitted by: Riverdale Women's Action Committee

44. BE IT RESOLVED THAT NAC, as the largest feminist organization in Canada, needs to be accessible to all women equally, and must therefore take measures to break down the physical, emotional, psychological, social and economic barriers that hinder the full participation of all women in NAC.

700.30

disabled

Submitted by: NAC Organizational Review Committee

HUMAN RIGHTS - GENERAL

45. BE IT RESOLVED THAT NAC strongly recommend that the people who must appear in court with inadequate English skills be offered interpreters.

1000.10

Submitted by: Quesnel Women's Resource Centre

46. BE IT RESOLVED THAT NAC take a position in support of the elimination of mandatory retirement. 1000.10

Submitted by: Older Women's Network

HUMAN RIGHTS - CONSTITUTION AND CHARTER OF RIGHTS

47. BE IT RESOLVED THAT NAC begin immediately and vigorously to lobby the federal government and opposition parties, and all provincial governments and opposition parties, to amend the Meech Lake Accord to read that nothing in it shall abrogate or derogate from rights and freedoms guaranteed in the Canadian Charter of Rights and Freedoms. 1000.20

Submitted by: Ad Hoc Committee of Women on the Constitution,
and Women of Halton Action Movement

VIOLENCE - ASSAULT LAWS

Bill 53

48. BE IT RESOLVED THAT NAC strongly recommend that rules of evidence relating to the examination of assault victims be modified to eliminate the onus of the victims to prove their innocence. 1100.20
(previous history)
(needs whereas)

Submitted by: Quesnel Women's Resource Centre

EMPLOYMENT - GENERAL AND PART-TIME

49. BE IT RESOLVED THAT NAC recommend that Statistics Canada publish on a regular basis tables that reflect both full-time and part-time employment within industries and occupational groups, and tables that reflect the number of people working at more than one job in order to secure at least 30 hours of work weekly. 300.10 & 300.90

Submitted by: NAC Employment Committee

EMPLOYMENT - JOB TRAINING

50. BE IT RESOLVED THAT NAC lobby to ensure that all labour market adjustment programs include provisions to direct significant and sufficient financial resources towards meaningful, universally accessible, learner-centred upgrading, training and retraining systems for women and that such systems be developed as an integral part of a necessarily full-employment strategy for Canada. 300.70

Submitted by: NAC Employment Committee

EMPLOYMENT - PART-TIME WORK

51. BE IT RESOLVED THAT NAC direct the federal and provincial governments (a) to amend existing labour relations legislation, regulations, and procedures by removing barriers that prevent or discourage the unionization of part-time workers, and (b) to immediately implement the recommendations of the Wallace Commission (Federal Inquiry into Part-time Work, 1983) in order to bring about improvements in part-time workers' access to benefits and improved working conditions. 300.90

Submitted by: NAC Employment Committee

D. DIRECTIVES FOR ACTION ON EXISTING POLICYFREE TRADE

52. BE IT RESOLVED (a) that NAC continue its support for, and work in, the Pro-Canada Network, as part of NAC's continuing efforts to struggle against the adverse consequences of free trade on women, and (b) that NAC member groups continue their involvement in the local coalitions established in the battle against free trade. 300.10

Background

As NAC predicted women are, and will continue to be, the front line victims of free trade and its companions privatization and deregulation. Now, more than ever, women need a united voice to protest against their sacrifices to "the marketplace". The Pro-Canada Network is a useful vehicle for NAC to continue playing this role.

Submitted by: Women's Commission, Communist Party of Canada

53. BE IT RESOLVED THAT NAC continue to actively oppose the Free Trade Agreement with the United States and monitor and publish its effects on women. 300.10

Submitted by: NAC Employment Committee

INTERNATIONAL EVENT

54. BE IT RESOLVED THAT NAC endorse a young woman or young women to represent NAC at the 13th World Festival of Youth and Students; that member groups aid in fundraising for this delegate; that NAC prepare an information kit about the situation of young women in Canada for display at the Festival's Thematical Centre for Young Women; and that NAC and NAC member groups publicize the Festival in their bulletins and materials. 600.20

passed it

Background

The Festival will be in Pyongyang, North Korea, between July 1 and 8, 1989 when 100 Canadian Youth delegates will join 15,000 other delegates from over 150 countries world wide. The theme of the Festival is Peace, Friendship and Anti-imperialist Solidarity, but sponsoring groups in Canada do not have to endorse the theme, only recognize it. It would be important for NAC to demonstrate its commitment to the struggle of young women all over the world by attending the Festival.

Submitted by: Young Communist League of Canada

ENVIRONMENTAL PROTECTION

55. BE IT RESOLVED THAT NAC urge all member groups to support and cooperate with environment/ecology groups in educating the public on issues common to us all, and in pressing the Government of Canada to develop strong environmental protection legislation and to vigorously enforce existing environmental law. 600.30

Background

NAC Resolution 600.30.3/82 reads "that NAC work to change policies contributing to the destruction of the environment."

Submitted by: NAC Survival of the Planet Committee

NAC ADMINISTRATION

56. BE IT RESOLVED THAT travel costs for all future NAC General Meetings be travel pooled and the costs included equally in the registration fees of all participating delegates. 700.30

Background

Equal access to NAC decision-making structures should be a fundamental principle of organization. Current and past formulas for subsidizing delegate travel to the AGM unduly penalized member groups because of geographical location.

Note from the Resolutions Committee: The subject of this resolution became NAC policy through the adoption of resolution 700.30.2/81 in 1981.

Submitted by: Port Coquitlam Area Women's Centre

Travel
Subsidy
available

E. REAFFIRMATION OF EXISTING POLICYPEACE PROMOTION AND ARMS REDUCTION

57. BE IT RESOLVED THAT NAC strongly condemn the government's decision to proceed with the purchase of nuclear-powered submarines, and join efforts with other organizations and coalitions to press for its reversal. 600.40

Background

The Mulroney government has shown itself to be seriously out of step with public opinion which in its majority is opposed to the submarine purchase. It also is showing itself to be out of step with world public opinion, expressed through the United Nations and conference of Nordic countries, who have called for the Arctic to be declared a zone of peace.

Note from the Resolutions Committee: This reaffirms resolution 600.40.23/88 of 1988.

Submitted by: Women's Commission, Communist Party of Canada

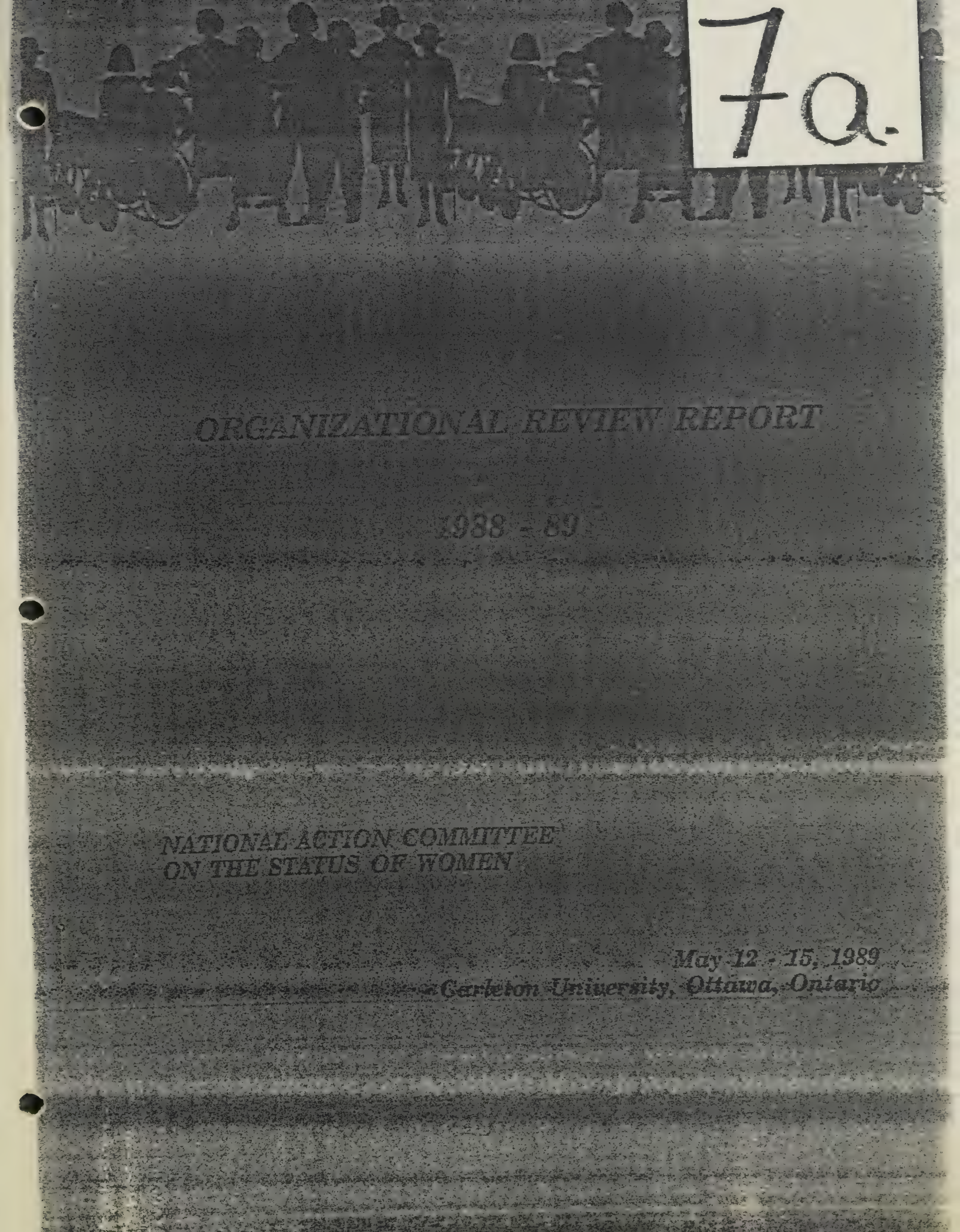
58. BE IT RESOLVED THAT NAC renew its demand for an independent, visibly peace-oriented, international policy for Canada. 600.40

Background

The Canadian government permits the United States to test the ACM-129 Advanced Cruise Missile in Canadian airspace. Canada's External Affairs Minister appealed for a ban on all chemical weapons when he addressed the Paris Conference on Chemical Weapons in January, 1989. However, Canada has accepted the U.S. offensive binary chemical weapons programme, and continues to research and test chemical and biological weapons in Alberta.

Note from the Resolutions Committee: This reaffirms the following existing NAC resolutions: 600.40.1/82; 600.40.7/84; 600.40.12/85; 600.40.13/85; 600.40.14/86; 600.40.20/87; and 600.40.24/88.

Submitted by: NAC Survival of the Planet Committee



7a.

ORGANIZATIONAL REVIEW REPORT

1988 - 89

NATIONAL ACTION COMMITTEE
ON THE STATUS OF WOMEN

May 12 - 15, 1989

Carleton University, Ottawa, Ontario

ORGANIZATIONAL REVIEW REPORT 1988-1989

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1. INTRODUCTION

The National Action Committee on the Status of Women is a unique and successful organization. Its history parallels the emergence of issues, development of strategies and the struggles within the women's movement in Canada since the mid-1960's. This Report proposes a number of changes to the organization's structure which will allow us to continue to draw on and reflect the constantly changing strengths and diversity of the women's movement.

NAC has grown steadily since 30 national women's groups founded it in 1972. In 1977 there were 130 members, in 1984 there were 280 and in 1989 there are 590. Throughout the 1970's the membership and leadership was primarily based in central Canada. In 1980 the organization increased the representation of women from across the country by increasing the number of regional representatives on the Executive to 10. There are now 13 regional representatives on the Executive. NAC's expansion continues to reflect our members' recognition of the value of a broadly based organization. Our membership includes teachers', nurses', francophone women's, dis-abled, native, visible minority and immigrant women's organizations, national organizations, community based women's action groups, women's centres, service delivery groups, provincial coalitions, and women's committees of church groups, unions and all major political parties.

Our growth has meant that we need to keep changing those structures in the organization which have become unworkable because of changes in our size or focus. The motivation of this year's Report from the Executive, and this year's Organizational Review Committee has been to assist NAC in being more effective and better organized in mobilizing women and lobbying about issues concerning the women in this country.

2. 1988-89 ORGANIZATIONAL REVIEW: IMPLEMENTATION

This is NAC's third report on organizational change. In it the 1988-89 NAC Executive is making recommendations for implementing change in five major areas. We have set out guidelines for an annual process of setting NAC priorities and developing plans of action. We are proposing significant changes to the terms of office, composition, electoral procedures and schedule of meetings of the Executive. A great deal of thought has been given to the development of regional NAC structures: the report proposes a framework for that growth. Changes in committee structures and the details of how we should proceed to integrate the issues of minority women throughout our structures need further consultation. We are proposing that an Ad Hoc Committee on Affirmative Action be formed to pursue that discussion.

We also recognize that our work this year represents a first, structural step in implementing most of the organizational changes envisioned by the committee. The next step is to work with the new structures so that they begin to make differences in how we conduct our work around issues, whether this is in committees or in each region.

A brief summary of the history of Organizational Review in NAC may be helpful in understanding the recommendations which follow. The process of review was initiated by a resolution brought forward at the 1986 AGM which proposed a revision of NAC's membership structure. A committee of executive members worked throughout 1986-87, consulted with members and reported to the 1987 AGM. During 1987-88 two groups worked on the project. One was a committee composed of Executive and non-Executive members who hired consultants to consolidate the existing data, collect more information from NAC members and write a report for NAC's 12 anglophone regions. Another Québec based group hired a consultant to explore the explicit conditions within Québec. Both these Reports were presented to the 1988 AGM. The 1988-89 Organizational Review Committee was charged with finding ways of implementing the recommendations developed in the previous two years.

The 1988 AGM received last year's Organizational Review Reports and adopted the minimum requirements of the Québec Report and seven key recommendations from the Report of the other regions. These provide the framework for this year's work. They included:

- to conduct all activities at the AGM in English and French, and to instruct members in the sensitive and careful use of translation equipment, microphones and translators;
- to establish a process for setting annual priorities for NAC;
- to develop a more effective approach to the lobby function;
- to strengthen regional structure;
- to increase member participation by ensuring more avenues of participation and ensuring all avenues are equally accessible to all members;
- to clarify the management function of NAC. Develop clear job descriptions for staff, executive and committee members.
- to define the functions of the executive.

The Organizational Review Committee met as a whole three times during the year. At its first meeting the recommendations were clustered into four structural areas which included Management, Regional Structures, Accessibility and Committee Structures. Small sub-groups were formed to study each area. Each sub-group agreed to review the data collected and recommendations made in previous years, and to conduct further consultation in areas where they felt they did not have enough information.

Over the three years members have demonstrated a clear commitment to re-shaping our organization by participating in regional consultations, developing proposals and engaging in the rather complex business of trying to see how to best knit together different visions and interests. This year has been no exception: we have received thorough, thoughtful submissions from regions, member groups and committees. Committee members have been encouraged by the care and concern that many women obviously feel about building an organization that can effectively bring us and our actions together.

The second meeting of this year's committee focused on the Constitutional Amendments necessary to allow for certain fundamental changes. At that meeting the committee decided that it would propose changes only in those areas where - to the best of its knowledge - there were no outstanding disagreements. These Amendments were then taken to the Executive for adoption. During its third meeting the committee discussed the broader (non-Constitutional) changes needed in each area, developed recommendations and worked out a proposal for a Priority Setting process. At its April meeting the Executive adopted the Organizational Review Committee's report.

The Executive would like to thank the Organizational Review Committee for their hard work over this past year. Their efforts have been thoughtful and constructive. The composition of the Committee is noted in Appendix A.

3. RECOMMENDATIONS

The report contains two kinds of recommendations: "Constitutional Amendments" and "Recommendations".

In each of the following sections we will highlight the key Constitutional Amendments needed to facilitate the recommended changes. The complete wording of each Constitutional Amendment is not included in this report: they are fully detailed in this year's Resolutions Booklet.

Many of the concerns expressed by the members of NAC over the past few years cannot be dealt with by changing our Constitution. Rather, these are best addressed through collecting information and ideas and sharing them with you through this Report. We have attempted to make both our Recommendations clear in each section. These are not "resolutions", but rather the expression of our collective thoughts on problems we face and the solutions we propose.

3.1 PRIORITY SETTING: A PROPOSAL FOR DISCUSSION

At its last meeting the Organizational Review Committee became quite excited about seeing how a number of the proposed structural changes might together support common, country-wide action around priority issues. It was exciting to see that the structural changes would support the development of a national campaign which could draw on the strengths of the membership; and it was possible to see how NAC could significantly strengthen the autonomy (from government) of the women's movement by initiating sustained action around the priorities of the movement. We are presenting it first because it provides a sense of how the structural changes could connect to develop more consultative, country-wide action.

at there are two principle objectives in setting annual priorities:

ance the participatory structure of NAC by developing a vehicle for
y communications between member groups and the executive in order
te a more integrated relationship between NAC and the grass roots of
men's movement;
elop national priorities campaigns which would not only continue our
as a lobby but which would also develop our capacity to mobilize our
rship.

at the 1988 AGM the Executive brought forward a suggestion for the year's
ie membership for discussion and ratification. Setting these priorities meant
ubership and the executive agreed to dedicate our human and financial
given set of issues and actions throughout the coming year. The setting of
by the membership at the AGM gave the executive a clear mandate from
rate throughout the year. It also provided the executive with a number of
munication with the membership beyond the AGM.

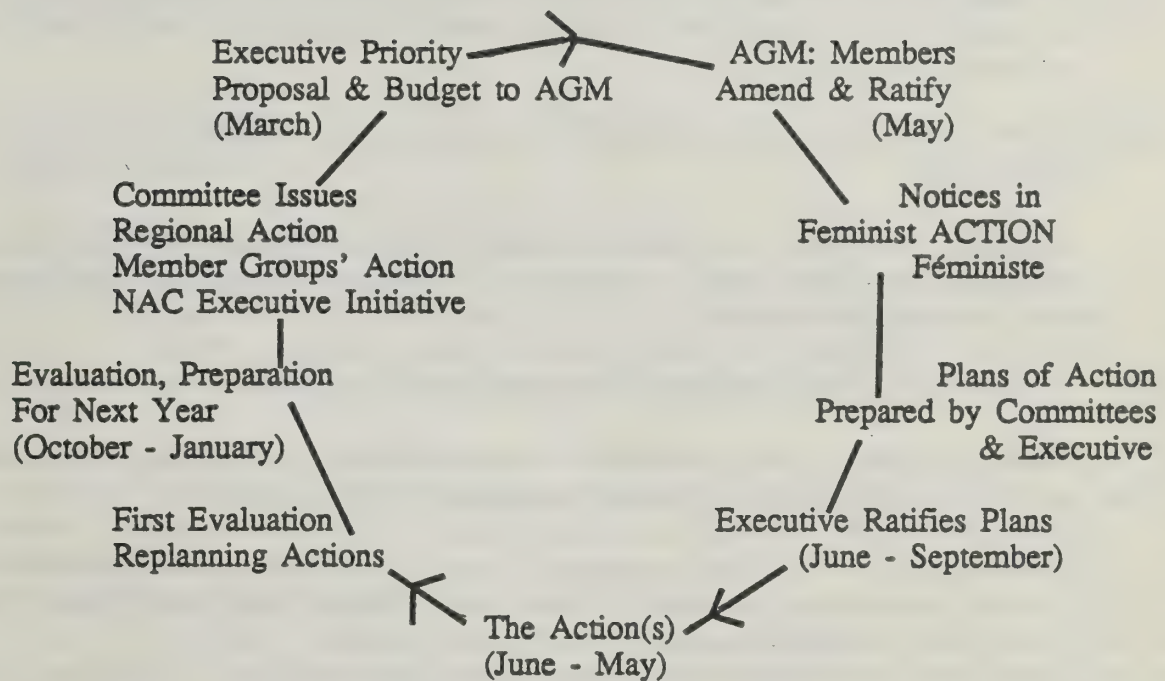
an excellent exercise, there were several difficulties with this most recent
ity setting. In particular, there was little opportunity for input from member
process of re-assigning budget priorities and in planning the actual events.
which follows attempts to take this year's experience into account.

has six key components. First, the membership will set a small number of
ie AGM. Second, the budget will be presented at the AGM so that members
ealistic view of what is "DO-ABLE" during the year. Third, we are calling
ership, first at the AGM and then later through FAF to help design the Plans
ing from the priorities. Fourth, the formalized evaluation process which asks
from members and regions will help us to assess our effectiveness. Fifth, the
committees at the AGM and meetings in each region will both evaluate
ons and plan for future actions. Sixth, the revised schedule of Executive
designed to better manage the timing of on-going decisions needed around
a during the year.

SUMMARY OF CHANGES PROPOSED FOR PRIORITY SETTING

- BUDGET PRESENTATION AT AGM (section 3.2.3)
 - SMALL NUMBER OF PRIORITIES SET AT AGM (section 3.1)
 - PLANS OF ACTION (section 3.1)
 - EVALUATION OF PLANS OF ACTION (section 3.1)
 - MEETINGS IN EACH REGION (section 3.3.1)
 - COUNTRY-WIDE COMMITTEE MEETING (section 3.5)
 - REVISED SCHEDULE OF EXECUTIVE MEETINGS (section 3.2.1)
-

PRIORITY SETTING PROCESS



3.1.1. WHO SETS THE PRIORITIES?

- priorities can originate from regions, committees, member groups and the executive.
- the Executive is responsible for preparing and presenting priorities to the AGM with budget forecasts outlining discretionary funds available for action.
- committees, regions, membership will have access to priority proposals prior to the AGM.

3.1.2 HOW MANY PRIORITIES WILL BE ADOPTED?

While the number of priorities adopted will remain flexible, the Organizational Review Committee and the Executive recommend no more than 3 or 4 priorities be set each year. More than this will not only stretch the financial and human resources of NAC, but will also obscure the importance of those issues around which action is planned.

Some issues which we feel are critical may not need as much financial support as our priority issues. We propose that two "High Profile" issues could be adopted each year during the priority setting process. A High Profile issue might be one where committee members advise us that we must be prepared to respond to government action during the year; or it could be a second year of a multi-year campaign where the resources needed were not as great as in the first.

3.1.3 HOW DOES A GROUP, COMMITTEE OR REGION PRESENT AN ISSUE AS A PRIORITY?

Priorities must meet the criteria outlined below and should be accompanied by goals, an action plan, a statement of educational approach, mobilization and lobbying components.

3.1.4 WHAT ARE THE CRITERIA FOR PRIORITIES?

Priorities must be country-wide in scope and may be either internal to NAC (such as fundraising) or external (issues campaigns), but they must be:

- a) Do-able - that is priorities must take into account financial and human resources such as staff, the fact that the Executive and committees are volunteer bodies, and the potential for mobilization in each region.
- b) Imminent or urgent - this is the criteria which we used last year when we decided to focus on free trade and the election.
- c) With clear objectives, including
 - measurable impact
 - opportunity for NAC to exercise leadership, that is when the issue is one where NAC's role can make a significant difference to the mobilization around the issue, its profile and hopefully, its outcome;
 - potential for working with or developing a coalition.

3.1.5 HOW WILL THE PRIORITIES AND PLANS OF ACTION BE IMPLEMENTED?

All of our resources must play a role to ensure that our plans of action are carried out effectively. The resources of our organization are the individual member groups, the regions, the committees, the executive and the staff (and of course our limited financial resources).

The coordination of these efforts and interests will be carried out by the executive and the table officers according to the priorities set by the members at the AGM.

PRIORITY SETTING RECOMMENDATION

- that the NAC membership adopt a small number of priorities at each AGM;
- and, that next year's Organizational Review Committee more fully develop the above proposal, make recommendations to the Executive, and bring a final plan to the 1990 AGM.

3.2 MANAGEMENT

3.2.1 SCHEDULE OF EXECUTIVE MEETINGS

The primary interest of NAC and its executive is to address the issues facing the women of Canada. In recent years the timing of and agendas of executive meetings have been increasingly tied to the administrative matters of the organization.

In order to re-balance the administrative and issues work, the committee recommends that the meeting of the whole Executive be more focused on action plans and issue updates. This means that the Table Officers must meet more often to handle on-going issue and administrative questions, strategize around new priority Action Plans proposed in 3.1.1, and plan for the meetings of the whole Executive. Further, we recommend that an Expanded Table Officer's Committee including the Officers, one regional representative and one Issue Committee chair meet at least four times between the meetings of the Executive. This will ensure that regional and issue concerns are accounted for within administrative decisions.

CONSTITUTIONAL AMENDMENT

RESOLUTION A.11 reflects a re-scheduling of the whole Executive and Working Group meetings. The Executive will be proposing the following amendment from the floor at the AGM to change the name of the "Working Group" to "Expanded Table Officers", and to leave in the sentence in the existing Constitution which makes it possible for the Table Officers to meet as often as they deem necessary.

"Meetings of the Executive Committee shall be held not fewer than four (4) times a year upon the call of the Secretary at the times and places agreed upon by the President in consultation with the Executive Committee members. A Working Group including the officers, one representative of the regional representatives, and one representative of the Chairs of Issues Committees shall meet a minimum of four (4) times a year between Executive Committee meetings."

Proposed Amendment to A.11:

"Meetings of the Executive Committee shall be held not fewer than four (4) times a year upon the call of the Secretary at the times and places agreed upon by the

President in consultation with the Executive Committee members. The Officers shall meet as required between Executive Committee meetings. In addition an Enlarged Table Officers Committee including one representative of the Regional Representatives and one representative of the chairs of Issues Committees shall meet a minimum of four (4) times a year between Executive Committee meetings."

RECOMMENDATION

We recommend the following meeting schedule for the Executive:

May	AGM followed by Table Officers
June	Executive Meeting followed by Expanded Table Officers Committee
September	Executive Meeting followed by Table Officers
October	Expanded Table Officers Committee
November	Expanded Table Officers Committee
January	Executive Meeting followed by Table Officers
February	Expanded Table Officers Committee
April	Executive Meeting followed by Table Officers

A SCHEDULE FOR 1989 - 90

In the previous section we looked at the who, when and how of priority setting. This Schedule is intended to detail points during the year when members might be involved, or make it clearer at which points they could best have input through their regional representatives or through committees. We want to emphasize that this is not a "firm" schedule: the Executive needs a certain flexibility in setting the dates of its meetings in order to respond to priorities when and as they heat up. We should also emphasize that this example does not outline the regular processes of establishing the plans and budgets of the on-going work of our 20 issue committees.

1. MAY - AGM: Members agree on "Priority One". This priority could be adopted at the AGM as a resolution originating with a member, a committee or in the priority action plans proposed by the Executive.
2. JUNE - EXPANDED TABLE OFFICERS MEET: "Priority One" Plan of Action developed (as proposed by a committee, member, or the executive); approve Committees and Lobbying grant submission; plan 3 year funding submission, prepare Executive meeting.
3. JUNE - EXECUTIVE MEETS: Amendment and ratification of "Priority One" Plan of Action, also planning for fall Executive agenda.
4. JUNE - TABLE OFFICERS MEET: Begin early action on "Priority One" Plan by committee, member groups and Executive; prepare and plan next Executive meeting.

5. JULY & AUGUST - FEMINIST ACTION FÉMINISTE: FAF informs and requests input from member groups around "Priority One" Plan of Action adopted by the Executive.
6. SEPTEMBER - EXECUTIVE MEETS: Review practical implementation of "Priority One" Action in view of input, resources, changing events.
TABLE OFFICERS MEET: implementation of amended "Priority One" plan of action; review 3 year funding submission.
REGIONAL REPRESENTATIVES AND COMMITTEE CHAIRS MEET: review "Priority One" plan of action.
7. OCTOBER - EXPANDED TABLE OFFICERS MEET: Managing administration and business calling for immediate action, grant submissions, AGM plans.
8. NOVEMBER - EXPANDED TABLE OFFICERS MEET: Evaluate success of "Priority One" actions; prepare January Executive meeting; AGM plans.
9. JANUARY - EXECUTIVE MEETS: Full evaluation of "Priority One" actions and adoption of second phase planning.
TABLE OFFICERS MEET: implementation of "Priority One" second phase: administration; AGM plans.
10. FEBRUARY - EXPANDED TABLE OFFICERS MEET: Administration, prepare Executive meeting and on going business.
11. APRIL 1 - EXECUTIVE MEETS: Finalize priorities in view of resolutions submitted, AGM business, evaluation of year's actions, budget, finalize annual report.
TABLE OFFICERS MEET: last minute preparation of AGM.

3.2.2 TERM OF OFFICE FOR EXECUTIVE MEMBERS

CONSTITUTIONAL AMENDMENT

In order for priorities and plans of action to receive a continuity of attention from one year to the next, the Organizational Review Committee and the Executive recommend that Executive members' term of office be extended to two years and that half the Executive be elected one year, and half the next.

RESOLUTION A.5 proposes the rotation. Note that this will come into effect at the 1990 elections. What follows here includes an amendment to A.5 in the Resolutions Booklet, replacing "Chairs of Issues Committees" with "Members at Large".

"The rotation of Executive Committee members shall be as follows:

(i) In even numbered years,

2 Vice Presidents

Secretary

2 Members at Large

7 Regional Representatives

(ii) In odd numbered years,

President

1 Vice President

Treasurer

3 Members at Large

6 Regional Representatives

will be elected for two (2) year terms."

RESOLUTION A.10. re-states that the elected term for Executive members will be two years.

3.2.3 BUDGET FORECASTS

CONSTITUTIONAL AMENDMENT

In order to connect the priority setting process with member's knowledge of the annual budget RESOLUTION A.8. proposes that:

"At each executive Committee meeting, the Treasurer shall present a financial report, including an account of funds received and disbursed. At the Annual General Meeting, the Treasurer shall present budget forecasts as part of the Annual Report."

3.2.4 STAFF

During the next year when NAC will be engaged in internal exercises around priority setting and in the development of regional structures, the national office will often be in the position to assist in that work. Careful attention must be paid to the role of staff in that work. Staff time needs to be allocated to the next phase of organizational change where regions and committees will be taking on new responsibilities and activities.

RECOMMENDATION

- i) That staff job descriptions specify responsibilities for communicating with executive members, member groups, regions and/or committees, and that significant staff time be allocated to organizational review work on developing committee and regional structures.

3.2.5 PROCEDURES MANUAL

RECOMMENDATION

- i) We recommend that NAC develop an administrative Procedures Manual for executive, staff, committee members and volunteers. The manual will notably include policy and procedures on spending, relations with the media, representation and communications.

3.2.6 PROCEDURES AT NAC MEETINGS

Clearly NAC needs a new set of agreements for holding our annual general meetings. This year we have decided to move towards the use of a different set of basic rules of order. We have consulted with women who are familiar with large group procedures who have advised us that Bourinot's Rules of Order are clearer, slightly easier to use and more widely used in Canada than Robert's Rules of Order. It is the code used by the Canadian parliament.

Our practice and basic rules of operating must be continually revised, depending on what works for NAC. At this year's AGM we will be experimenting with new forms of discussion as part of conducting our formal business. The "quadrant" discussion groups on Friday afternoon are a specific attempt to hold translated discussions about resolutions before we actually deal with them in the business session. Similarly the Saturday afternoon meeting to work out "friendly amendments" is an attempt to short-cut unnecessarily complex amending procedures on the floor.

CONSTITUTIONAL AMENDMENT

RESOLUTION A.13 proposes that NAC begin to use Bourinot's Rules:

"When there is no provision for procedure in the Constitution and Regulations, Bourinot's Rules of Order shall apply."

3.3 STRENGTHENING REGIONAL STRUCTURES

The 1988 AGM recommended that all regions organize a regional meeting during 1989-90. Many regions have held meetings over the year. A number will have held either one large meeting or a series of smaller meetings in preparation for the AGM in May. The longer and deeper implications of that recommendation have been discussed and further worked out over the year. Many questions have confronted us. How will we fund such meetings? How will regional representatives be elected? What is the relationship between existing regional organizations and NAC's emerging regional structures? How many regional/local groups are interested in working on federal issues? How could NAC strengthen the connections between the issues of women working in different regions?

Over the year the committee members have been following closely the organizing work of

NAC members in South-Central B.C. Their experiences in developing an organizing process which builds from particular regional strengths and actions and which does not unnecessarily impose a structure, has informed many of the Committee's views of how we might proceed to build regional structures. Each one of NAC's regions are different and our members work with strategies appropriate to their region. NAC regional structures can not be uniform: they must meet the different concerns of the women's movement in each region of the country.

CONSTITUTIONAL AMENDMENT

RESOLUTION A. 14 is intended to facilitate the growth of regional activities and structures through electoral autonomy. It proposes that:

"Voting for Regional Representatives shall be by region, with a delegate voting only for a candidate from the region in which both live. Regional Representatives shall be elected in the region prior to the Annual General Meeting."

RECOMMENDATIONS

The committee recommends that we work towards the following, keeping in mind the limited resources we have to take on new activities:

- i) that meetings in each region be held at least once, preferably twice or more in each region, and that these be face to face meetings;
- ii) that each region establish a committee to work with their regional representative;
- iii) that regions be encouraged to initiate priorities through discussions with member groups;
- iv) that NAC work toward assigning significant staff time to regional and committee work;
- v) that NAC develop strategies for assisting regions to fund regional meetings;
- vi) that regional representatives develop a strategy for strengthening communications between and within regions;
- vii) that a set of questions be developed based on NAC's priority issues for the use of regional groups or member groups in their lobbying with local MPs;
- viii) that the Organizational Review Committee examine how regions might best use electronic communications and the availability of appropriate training;
- ix) that NAC use the membership survey developed by South/Central B.C. in order to gather information about the particular concerns of groups in each region, and that time be set allocated at the 1990 AGM to discuss the results of this survey;

- x) that the Organizational Review Committee and regional representatives develop appropriate Regulations for regional elections;
- xi) that the REGULATIONS specifying procedures for regional nominations and elections be developed by the Organizational Review Committee and regional representatives.

3.4 MEMBERSHIP

Membership was not a principle focus for the Committee's work over this year. It was, however, discussed in the context of regional structures and committee work. The majority of the Committee supported retaining the principle of group membership in NAC for the following reasons:

- strategically and philosophically we want to work towards collective and coalition organizing. Working with member groups is consistent with this objective;
- NAC needs volunteers with experience with women's organizations and action. We want to encourage individual women who are new to the movement to join member groups where they can gain that experience;
- we are a more effective lobby if we represent groups as opposed to individuals;
- it would be much more difficult and labour intensive to check the references of individual members than it is of groups.

There were also members who felt that while individual membership might not be the only solution, that the organization needed to be able to tap the interest and energy of women who wanted to work primarily with NAC, who were not members of member groups. NAC needs a tremendous amount of volunteer effort, but draws its active members from among women who are already heavily committed to their own organizations. This tends to lead to over-commitment and burn-out. The problem of reaching and involving individual women through the structure of group membership remains and needs full discussion. Similarly, neither the interests of, or representation of national groups within NAC have been adequately discussed and this must be addressed soon.

RECOMMENDATIONS

- i) that next year's Organizational Review Committee examine the membership structure and develop recommendations on group membership, national groups, individual membership and individual participation;
- ii) that NAC initiate a project to analyze the interests and concerns of its membership in order to develop a more accurate picture of our membership and to better identify which groups are likely to be active or interested in particular issues and campaigns;

- iii) because a number of our member groups have both male and female members, a Constitutional Amendment should be tabled in 1990 specifying that women only can vote and hold office;
- iv) that NAC coordinate a meeting of national groups to work in coalition on women's issues;
- v) that NAC retain the principle of one vote for each group membership, regardless of the size of the member group.

3.5 ACCESSIBILITY, PARTICIPATION AND AFFIRMATIVE ACTION

Over the year the Organization Review Committee has focused on how we can continue working toward the maximum use of our resources to ensure that all women are able to participate in the work of the organization. We have particularly looked at technical, attitudinal and economic access to NAC. We have been concerned with encouraging the growing diversity of our membership, eliminating barriers to full participation and integrating the issues and concerns of women who have been previously marginal to the organization into all levels of our activities.

CONSTITUTIONAL AMENDMENT

RESOLUTION A.1 proposes that:

"NAC shall conduct its affairs in a manner free from bias with regard to political affiliation, religious affiliation, national origin, ethnic origin, race, geography, age, marital status, social position, sexual orientation, and cross disability."

RESOLUTION B.40 further proposes that NAC take action:

"BE IT RESOLVED THAT NAC, as the largest feminist organization in Canada, needs to be accessible to all women equally, and must therefore take measures to break down the physical, emotional, psychological, social and economic barriers that hinder the full participation of all women in NAC."

RESOLUTION A.16 proposes the creation of a Standing Committee on Accessibility and Participation. This proposal needs more thorough discussion, particularly taking into account the concerns around structural integration which have been raised by NAC's Visible Minority and Immigrant Women's Committee.

Resolution A.16 will be withdrawn on the floor of the AGM in favour of the Recommendation for an Ad Hoc Affirmative Action Committee outlined in the first Recommendation below.

RECOMMENDATIONS

- i) That an Ad Hoc Affirmative Action Committee be struck to develop objectives for and plans of action to integrate the concerns and issues of minority women's groups into all levels of NAC's decision making and activities. In order to carry this out the Ad Hoc Committee will develop detailed plans of action with the Visible Minority and Immigrant Women's Committee, the Lesbian Committee, the Dis-Abled Women's Committee and the Committee in Support of Native Women. It will also take into account the concerns of young women, older women, women in poverty and rural women.

The Ad Hoc Committee will particularly consider the representation of women from different constituencies on the Executive, a proposal to create large 'umbrella' committees, and whether special mechanisms are necessary to enable some constituencies to develop and propose AGM priorities.

The Ad Hoc Committee will include members of the Executive and members of minority groups. It will be formed as soon as possible, and will make its report to the Executive at the September 1989 meeting.

- ii) That NAC and the Dis-Abled Women's Network (DAWN) work together to lobby the Women's Program to adopt accessibility for all disabled women to events and decision making as a funding criteria.
- iii) That NAC will include in its grant applications specific plans to become fully accessible to all disabled women.

3.6 ISSUE COMMITTEES

During this year the Organizational Review discussions of issue committees focused on questions of how to develop regional participation in the work of committees and how to allow for the growth of committee work without overloading our volunteer Executive. Each committee has had a non-Executive Co-Chair this year, as directed by the 1988 AGM. This has spread some of the responsibilities more broadly, but has not significantly altered two critical dilemmas.

The first dilemma is that the increased responsibilities of the 13 regional representatives means that none are able to effectively take on the responsibilities of chairing our 20 issue committees. In order to allow regional representatives to work more on the development of their region, it is strongly felt that regional representatives should not chair committees. The difficulty is to work out how to keep adequate representation of committee work within the Executive. The second, related dilemma is that NAC has two different kinds of issue committees: those which work on policy areas such as Health, and those which represent constituencies of women who work both on policy and on advocacy or education

within NAC such as the Visible Minority and Immigrant Women's Committee. The needs of these two kinds of committees are different.

We recommend that the Organizational Review Committee work closely with the Ad Hoc Affirmative Action Committee from May to September to resolve these questions.

CONSTITUTIONAL AMENDMENT

RESOLUTION A.3 proposed that the existing issue committees be clustered into six standing committees, and that the Chairs of those committees would be elected by the membership. This proposal does not adequately take into account the dual function played by our existing constituency committees (Disabled Women's Committee, Visible Minority and Immigrant Women's Committee, Lesbian Committee, Committee in Support of Native Women) who both organize around their constituency's issues and act as advocates within NAC.

RESOLUTION A.3 will be withdrawn on the floor of the AGM in favour of the Recommendation for the creation of an Ad Hoc Affirmative Action Committee, detailed above in 3.4. (Changes removing references to elected Chairs of Issues Committees will be made to Resolutions A.5 and A.9).

RECOMMENDATIONS

- i) that over the next several years the organization move towards increasing the proportion of NAC's budget allocated to committees so that NAC can fulfil its primary objective which is to be active on issues;
- ii) that when a priority is set, committees implementing each priority will present a plan of action to the Executive. Additional resources will be allocated to those committees based on each plan of action;
- iii) that the focus of all NAC committees be country-wide in scope, and that each committee develop plans to make the membership on their committee as representative as possible;
- iv) that all members of a committee from across the country meet at least once a year at the AGM;
- v) that we work towards assigning significant staff time to the support of the expansion of committees, their search for alternative resources and the coordination of committee work;
- vi) that NAC committees form action oriented regional or local subcommittees (this model is being used by NAC's Housing and Employment and the Economy Committees).

4. THE 1989-90 ORGANIZATIONAL REVIEW COMMITTEE

This year's Organizational Review Committee recommends that much of the on-going work of organizational change should now be taken up by the Executive and its administrative committees. We feel that while the work of organizational change is important and needs to continue, the bulk of NAC's resources should be allocated to issue and policy activities.

There still is a need for a smaller group to examine several difficult, outstanding issues in depth and make recommendations to the Executive. We still need to explore deeper changes to our decision making structures. We must seriously examine our members' abilities to attend large, increasingly long AGMs and the consequences of their abilities/inabilities. And we must continue to draw together the structural changes and how they facilitate the issues work.

RECOMMENDATIONS

We recommend that the 1989-90 Organizational Review Committee include the following in its work over the year:

Management:

- i) examine structural changes needed to pursue diversified sources of funding for new organizational activities;
- ii) assist executive with implementing the new priorities plan;
- iii) assist the AGM committee in organizing the 1990 AGM to reflect changes in NAC's structure and priorities, including the contribution from and decision making of member groups at the AGM;
- iv) address the problem of executive burnout and develop job descriptions for Executive members;
- v) develop the Priority Setting process for final approval at the 1990 AGM.

Accessibility:

- i) work with the Ad Hoc Affirmative Action Committee to plan the integration of the concerns of minority groups in all levels of NAC's operations.

Committees and Lobbying:

- i) work with the Ad Hoc Affirmative Action Committee to develop plan for a revised committee structure.

Membership:

- i) develop recommendations about membership structure;
- ii) develop constitutional amendment specifying that women only can vote and hold office in NAC.

Regions:

- i) examine question of regional groups speaking on behalf of NAC;
- ii) examine how regions might best use electronic communications and the availability of appropriate training;
- iii) in consultation with regional representatives, develop appropriate Regulations for regional elections.

General:

- i) monitor and consolidate 88-89 recommendations;
- ii) CELEBRATE: encourage NAC to incorporate new cultural forms to help us celebrate what we are and what we achieve;
- iii) develop the Organizational Review Committee budget, and report to the 1990 AGM.

4.1 MEMBERS

We recommend that the 1989-90 committee consist of five women. The composition of the committee should continue to be broadly representative and to include Executive members who have at least one year of experience on the Executive, and non-Executive members.

4.2 PROPOSED BUDGET

a)	Committee Meetings (4):	
	Committee presentation to AGM	2,500
	Travel to 3 meetings	3,000
	Ground transportation	175
	Translation/auditory assistance	600
	Food	500
b)	Telephone	600
c)	Report:	
	Postage, copying, translation	<u>1,200</u>
		\$ 8,875

4.3 CALL FOR PARTICIPATION

The Organizational Review is a successful process only if NAC's members fully participate in the development of the changes and their implementation. We encourage you all to engage in the ongoing debates about the organization.

APPENDIX A: 1988-89 ORGANIZATIONAL REVIEW COMMITTEE

The structure of the 1988-89 Organizational Review Committee was set by the 1988 AGM. The AGM recommended that the committee hold its meetings in both official languages, that it report to the Executive. Committee members have included:

- | | |
|--|--|
| 4 Executive Members: | Sandi Kirby, Fredricton - Co-Chair
Anne McGrath, Calgary - Co-Chair
Michelle Séguin, Montreal
Rabab Naqvi, Montreal |
| 2 Quebec Women: | Nicole Lacelle, Montreal
Maria Barile, Montreal |
| 1 Francophone from outside Quebec: | Danielle Godin, Moncton |
| 1 Visible Minority or Immigrant Woman: | June Veacock, Toronto |
| 1 Staff Member: | Alice de Wolff, Toronto
substituting member Anne Molgat, Toronto |
| 2 Others: | Judy Rebick, Toronto replaced by
Marcy Cohen, Vancouver
Julie Anne Le Gras, Edmonton |
| Ex-officio: | Lynn Kaye, NAC President, Newmarket |

The four Executive members were selected at the June Executive meeting. A motion was also passed at the meeting that the co-chairs of the Committee would both be Executive members. In September the Executive members and the staff representative selected the remaining 7 committee members in from among the formal applications made by women from across the country who were interested in sitting on the committee.

All Committee meetings were hosted and organized by Michelle Séguin in Montreal, and we wish to take this opportunity to thank her. The meetings were simultaneously translated and auditory assistance was available for the committee members.

APPENDIX B: 1988-89 ORGANIZATIONAL REVIEW BUDGET

1. 1988 Consultant's Report	
Fees, Printing, Mailing	18,367
2. 1988-89 Committee Expenses	
(3 meetings)	
Transportation	5,950
Ground transportation	480
Meeting space	450
Simultaneous translation	6,000
Food	960
3. Printing 1988-89 Report,	
Translation & Distribution	4,000
4. Telephone	<u>1,000</u>
TOTAL	\$ 37,207

Budget Note: The Women's Program agreed to partially support the 1988-89 Organizational Review - Implementation Phase I in mid-March 1989. While we sincerely appreciate the support of the Program, the timing of the approval has meant that a certain amount of financial uncertainty surrounded the work of the Committee.



1989-90 EXECUTIVE

PRIORITY

RECOMMENDATIONS

Please read this prior to the Saturday business session. This document will be included in the NAC AGM Conference Kit.

1989-90 EXECUTIVE PRIORITY RECOMMENDATIONS

In keeping with the mandate of last year's Annual General Meeting calling on NAC to set priorities for its work, the executive is presenting the following areas of concentration to the AGM for its consideration.

Following the procedure established at last year's AGM, a priority campaign means the bulk of NAC's human, financial and organizational resources will be devoted to this work.

The executive is making its recommendations for this year, based on resolutions submitted from member groups and committees and on its own collective estimation of expected issues on the country's agenda requiring a strong response from the women's movement.

Since these priorities were drafted in advance of the tabling of the federal budget, much of the specifics will need to be added by the AGM.

- 1. That NAC undertake a country-wide campaign against the proposed implementation of an across-the-board sales tax on goods and services expected in the federal budget.*

NAC believes the majority of government revenues should come from progressive sources, such as income tax. The proposed across the board sales tax on goods and services will impose a proportionately higher burden on lower income Canadians cutting into what little discretionary income they have.

This tax will be highly inflationary and will directly add to the expense of delivering badly needed services including child care and women's shelters.

Government claims that the new sales taxes will not be unfair because the poor will be granted a refundable sales tax credit are disputed by many tax reform analysts. They maintain the credit will not offset the tax burden, particularly since the government has refused to commit itself to fully indexing the credit to the cost of living.

NAC particularly objects to government proposals to extend the sales tax to food and housing. While we oppose sales taxes in general, we believe a tax on food and housing, while increasing numbers of women and children are lined up at food banks and on never ending waiting lists for affordable housing is an outrage.

NAC maintains that the fairest sales tax is no sales tax at all.

2. That NAC undertake a cross-country campaign against the erosion of social programs.

Any measures which undermine or erode universality of social programs must be abandoned. Universality is the most cost-effective, efficient means of delivering social programs. Undermining this concept would not only be more expensive, it would ensure that those who most need these services would be excluded.

In particular NAC objects to any further restrictions on the unemployment insurance system. Starving the jobless will not create one more job.

This principle becomes all the more pressing when the painful reality of child poverty is addressed. The number of children living in poverty in Canada rose by over 23 per cent between 1980 and 1985. More than 1.1 million children -- one in five -- now live below the poverty line. Half of these live in severe poverty.

Immediate steps should be taken to restore federal transfer payments to the provinces, and re-earmark them for social programs. Family allowances must be immediately and substantially increased and social benefits raised to the poverty level.

3. That NAC campaign to expose the economic, social and ecological effects of the militarization of the economy on women.

Military spending has reached 42 per cent of all federal government spending on goods and services. The government plans for military spending in its Defence White Paper, forecasts significant increases in years to come.

The government's spending record shows that as the portion of overall spending on the military rises, economic and regional development has fallen significantly and social spending is stagnant.

Increased commitment to a military posture is also affecting the quality of life for large numbers of Canadians. Low level flight testing, and the establishment of a NATO training base in Labrador, are destroying the livelihood of Innu women and their families.

4. That NAC be prepared to mobilize against the re-introduction of regressive child care legislation.

The lack of sufficient, quality child care is a major factor behind more and more women and their children slipping below the poverty line. No, or unreliable, care excludes women from the workforce or restricts us to low paying and/or part-time work.

The absence of a national child care program leaves two million children in unsupervised, frequently dangerous, situations.

NAC reiterates its long standing demand for a universally accessible, affordable, non-profit, quality child care program. Immediate steps must be taken to eliminate federal government ceiling on child care spending; to limit funding to non-profit institutions, and to establish national objectives clearly stating the "access, quality and comprehensiveness" of programs that would qualify for federal funding.

5. That NAC be prepared to mobilize against the recriminalization of abortion.

Canada has been without an abortion law since the Supreme Court decision of January 1988 and NAC maintains there is no need for any new law.

There has never been any legal gestational limits on abortion. Fewer than 1 per cent of abortions are performed after the 24th week of pregnancy and then most often to protect the health of the woman.

6. That NAC launches a national mobilization campaign to pressure the government in increasing substantially the Secretary of State Women's Program budget for the core funding and the project funding of equality seeking women's groups.

Funding for advocacy groups is among the most cost-efficient dollars governments spend. Whether providing direct services or developing, critiquing and monitoring government policy; advocacy groups, utilizing committed expertise and incalculable volunteer hours, perform these functions at a fraction of the cost of the private sector.

NAC will also pressure government to adhere to its stated policy of funding only those groups which support established international and national commitments to equality.

7. That NAC undertake a campaign in support of mandatory employment equity legislation.

Voluntary affirmative action/employment equity programs have existed in Canada for 15 years with negligible results. Mandatory legislation is the most effective means of addressing racism, sexism and bigotry in our society. Such discrimination has excluded women, people of colour, Native and disabled people from full participation in the workplace and in society.

Mandatory laws are a first step towards wiping out this discrimination. When all people work together and we will learn to accept each other, and arrive at a point where equality will no longer need to be legislated.

8. That the Immigrant and Visible Minorities Women's Committee establish a priority campaign for NAC, addressing the needs of this constituency.

The affirmative action committee of NAC, working with the Visible and Immigrant Women's Committee will bring forward a work plan by September which would indicate the issues to be pursued and the direction the organization should take in relation to them.

HAMILTON STATUS OF WOMEN SUB-COMMITTEE

FOR A 3-YEAR TERM TO EXPIRE 1991 NOVEMBER 30

8a

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Mrs. Elizabeth Avetissian
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Ms. Lynda Morris
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Mrs. Mary Sullivan
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Ms. Mary McKenzie
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Ms. Janice Tomkins
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(H) 648-5319

Alderman Mary Kiss, Vice Chairman
526-2732

Alderman Tom Jackson
526-2732

Mrs. Susan Reeder, Acting Secretary (E, 526-2750)

8b.

Hamilton News

Wednesday, April 19, 1989

Council approves funding for Miss Hamilton pageant

by John Dunford
Staff Writer

An \$8,000 grant to J & E Productions has been approved by city council to help stage the Miss Hamilton pageant. The grant was approved in an 8-6 vote, despite opposition from the city's status of women sub-committee which believes the pageant perpetuates the stereotype of women as sex objects.

Some aldermen were also opposed to giving a grant to a company that is not a registered, non-profit charity.

Ward 1 Alderman Mary Kiss, a member of the status of women subcommittee since 1982, said she believed the grant contravenes section 112 of the Ontario Municipal Act which forbids cities from sponsoring commercial enterprises.

"It is my understanding from (examining) the grant application that this group, which was JKE Productions and is now J & E Productions, is in fact not a non-profit charitable organization. Is this not confusing?"

But, city treasurer Ed Matthews said the company is registered with the province and is not incorporated so a grant can be made.

Ward 8 Alderman Tom Murray said if criteria used by Mrs. Kiss was applied to 30 organizations who are receiving about \$350,000 in grant money for 1989, many would be rejected. And, the subcommittee is guilty of the very charge of complaining it makes against the pageant.

"The status of women saying 'women should participate only in aspects of society that they feel suits their criteria,' he said. 'Or do they want to fashion all men in their image?'"

Mr. Murray argued the subcommittee has no right to make the recommendations because it represents only a minority of women in the community. "I don't think anyone in this room

Women's committee doing disservice to community: Murray

Continued from Page 1

he said. "They may represent a very small minority of women, but there's a number of other organizations across the country that take exception to (their) viewpoints."

He said there are some women's groups, like REAL Women, who are opposed to the funding of the committee itself.

OVERSTEPPED

"I think the status of women subcommittee has overstepped their boundaries. I think they've done a disservice to this community and they're ranking of funds should be questioned by other women's groups in the community."

He called the pageant a "healthy competition" in which participants are judged on public speaking, general knowledge, personality and visual poise.

"I am outraged that the subcommittee would generalize and con-

sider all (participants) to be sex objects," he said. "None of the women have been or will be judged by facial or bodily structures. There's not even a bathing suit segment in the pageant. It's not called a beauty pageant."

But Ward 4 Alderman David Christopherson took Mr. Murray to task for implying the status of women subcommittee doesn't have a mandate to make recommendations to council.

"To suggest for one minute that this group does not have a right to bring forward whatever recommendations they wish is unbelievable and flies in the face of the purpose of every organization that we have citizens appointed to," he said. "Not only that (but) to suggest they don't represent the women in this community is absurd. Who do you think appointed them to that committee? We did. The legislation committee interviewed all the people

that wanted to be on the committee and we chose them."

He said the committee's mandate is to define, investigate, study and make recommendations to council on issues affecting the status of women in Hamilton and that's exactly what they did.

NO RIGHT

"To say when they make a recommendation, 'you have no right to do that,' flies in the face of what they're there for. If they sat around all year and did nothing they would then be open to the charge that they're not following their mandate because they're not advising us on anything."

He said the city is proud that it was the first municipality in the country to establish a status of women committee and it doesn't come without a cost.

"You can't speak out of both sides of your mouth on whether or not they have a right to advise us on these kind of issues," he

said. "When you decide to stand up and take credit for doing something then be prepared to take a little heat if it gets controversial."

Mr. Christopherson said he was a subcommittee member for three years and didn't always agree with its recommendations, but accepted them.

He said the issue is whether the city should be endorsing such a pageant.

"I don't happen to believe (the contest) is doing the women's movement any big favor and in fact they are doing some damage by perpetuating (stereotypes)," he said. "Nobody is recommending that they be eliminated, outlawed, but the subcommittee is asking that we show some leadership on the issue of women in our society by not supporting and endorsing this through a financial contribution."

Ward 6 Alderman Tom Jackson

also opposed the grant.

"I'm not against private business who want to host this kind of event, but the thought of the public financing it is wrong. Symbolically and tangibly it sends out the wrong message."

Mr. Jackson agreed the status of women subcommittee had the right to make the recommendations because it is a duly recognized subcommittee to the finance committee and was created to promote and enhance women's image in society.

Ward 3 Alderman Don Drury, while not opposed to pageants, said the city shouldn't fund an event that isn't non-profit.

Ward 7 Alderman John Gallagher said the winner of the contest goes on to the Miss Canada contest and, like the Hamilton Tiger-Cats, generates national coverage for the city.

Hamilton Pageant wins council tiff by just 2 votes

By BETH MARLIN
The Spectator

IT WAS a beauty of a fight, but the Hamilton Pageant has come out ahead.

After a heated debate, city council voted 8-6 in favor of giving the controversial pageant an \$8,000 grant last night.

The pageant, which has provoked controversy in earlier years for its grant requests as a profit-seeking business, has been the target of even more searing criticism this time around.

In a letter written to council members yesterday, Thelma McGillivray, chairman of the Hamilton status of women sub-committee, denounced the contest.

"This type of contest perpetuates the stereotyping of women as sex objects, an image our sub-committee works hard to dispel," said Ms McGillivray in her letter.

The sub-committee suggests in the letter that other groups representing women in "dire need for social services" are not receiving city funding.

However, aldermen Bill McCulloch and Tom Murray chastised the status of women sub-committee, suggesting its members do not represent all women in Hamilton because of an abortion rights stand.

"The status of women sub-committee is doing what they are accusing the Hamilton Pageant of doing — they're stereotyping women. They want to fashion all women in their image," said Mr. Murray, suggesting the

sub-committee lose its city funding. "They have overstepped their boundaries."

Mr. Murray and Alderman Don Ross, who judged the pageant last year, said it is not a beauty contest, but that contestants are judged for knowledge about the city, talent, poise and "what books she reads."

"This is not called a beauty contest," said Mr. Murray. "There isn't even a bathing suit contest."

Mr. Ross said the pageant winner, by going on to the Miss Canada pageant, promotes the city.

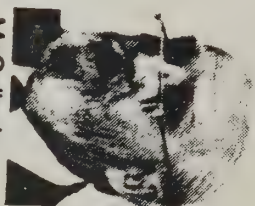
However, Alderman Don Drury, who voted for the grant at the finance committee meeting but later changed his mind, said he doubts it's worth \$8,000 to send someone to the Miss Canada pageant just because the person knows a bit about Hamilton.

Alderman Mary Kiss said she considers the grant a "bonus" to a private firm, which is against the Municipal Act.

However, city treasurer Ed Matthews said he thought the pageant grant could be made legally.

Voting for the grant request were aldermen Vince Agro, Bill McCulloch, Fred Lombardo, John Smith, Henry Merling, John Gallagher, Don Ross and Tom Murray.

Opposed to the grant were aldermen Mary Kiss, Terry Cooke, Don Drury, Geraldine Cops, David Christopherson and Tom Jackson.



McCulloch

Too soon to panic over Hamilton Harbor park

Spec 1/7/4/89

THERE IS no need, yet, for a major panic on the Lax property/waterfront part, issue. True, some misguided folks still want to put in a \$30-million-plus Disneyland North or Ontario Place West. And true, clean-up costs could hit \$10 million.

The point remains that we have secured for public use the last open space on our harborfront. In fact, the latest city council move, to delay further action and expenditure until the ministry of the environment is forced to come forward with a clear list of corrective requirements and senior government funds are allowed, is a positive development. It allows badly needed breathing space.

Let's face it, the odds are very limited that the property will blow up or sink beneath the waves in the next several years. The delay even allows more time to consider other crucial issues such as traffic access and parking.

Reasonable people can find reasonable solutions to the problems. It may be that some large portion of the costs can be recovered through legal actions, but even if that is not the case, options remain. For example, a parking and



Michael Davison

large passive park with an attached public marina and a few private sector restaurants built on piers over the water sounds just fine to me.

Private pageant

While I think the unanimous decision of Hamilton city council on this issue was the right one, council's narrow decision to give a for-profit company \$8,000 towards staging a beauty pageant put me in a less charitable mood.

As is often the case, the decision revolved around several different

the impact of such contests, money, and the job of Hamilton's status of women subcommittee. Let's take them one at a time.

One side argued that beauty pageants stereotype women as objects while the other side argued that this was really a talent contest. The semantics are irrelevant; a group of women being judged on their ability to parade about their bodies and "talents" is a beauty contest. And as Alderman David Christopherson noted, "They're not doing the women's movement any big favor."

But I think that the great leaps forward led by the women's movement have resulted in a society about mature enough to handle this kind of thing without our minds being bent out of shape. It is important to be non-rabid and to allow for a pluralism of interests, even if some strike us as pretty dumb.

While all of that may be open to debate, and even usefully so, the question of the cash is quite different. The beauty company, J&E Productions which is running the Miss (not Ms, you'll note) Hamilton Pageant, does so to make money. This is no crime in a mixed economy but it is

pops to be giving them taxpayers' dollars for that purpose.

This issue of bonusing, or providing benefits to private business, seems to come up at almost every council meeting and under the Municipal Act, it is unimportant whether money is improperly thrown at private hotels or professional sports teams or beauty pageants. Free enterprise? By all means, free it from the evaporating public trough. I swear I wouldn't faint in surprise if our city council gave Jack the Ripper a grant to buy a new switch blade, assuming he could make money with it.

Committee hit

Which brings us to the last element, the involvement of the Hamilton status of women subcommittee. Several male councillors got their noses out of joint because the committee had the temerity to suggest that the city should not fund beauty contests (that stereotyping issue).

Alderman Tom Murray, as even he might admit is his wont, went way overboard, saying the committee "represents only a very small

ity", that it has no right to interfere, and its members are a bunch of "pro-abortionists" anyway.

He well knows that no one is in favor of abortion and did, after protest, change the phrase to "pro-choice", but he did not back away from the original charges. The majority who voted with him did virtually nothing to distance themselves from these accusations.

The facts? The group is charged, among other things, with the responsibility of representing the interests of women before city council. The group's membership is voted upon every three years, by city council, after interviews are conducted with each applicant attracted by public advertisement.

In conclusion? I'd like to write: one good decision and one bad decision by city council last week. But through a combination of speech and silence and vote, our council effectively condemned a group of citizens who were, in good conscience, just doing the job they were asked to do. And 50/50 minus 100 adds up to a

ALDERMAN WILLIAM M. McCULLOCH
CHAIRMAN, POLICE COMMISSION
CHAIRMAN, FINANCE COMMITTEE



CITY HALL
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(416) 528-2730
1005/17 ROBINSON STREET LB. 6
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April 10th, 1989

Dear Sir,

I would like to comment on Ms. Stewart's letter on behalf of the Hamilton Status of Women Sub-committee concerning a grant to the Miss Hamilton Pageant.

Alderman Cooke did not bring the grant request "... to the public forum."; it was an item on the Finance Committee's agenda along with fifty-three other grant requests and was discussed at an open public meeting.

I think the gratuitous interjection of the words "beauty contest" by Ms. Stewart into the name of the event pretty well tells us where she is coming from.

I hope the members of the Status of Women Sub-committee are not under the illusion that they speak for the women of Hamilton. For instance, their publicly expressed support of the Pro-Choice position, in opposition to the Pro-Life movement in regard to abortion is not necessarily accepted by the citizens of Hamilton.

What concerns me most is Ms. Stewart's attempt to align City grants on the basis of sex: that is, whether they are "for all women's events, seminars or workshops". I presume the rest of that statement would be to assume that the other grants are, ipso facto, for men's events.

Ms. Stewart's closing sentence: "Remember, over half of us are women.", is particularly ominous, especially to me at my age when the odds become even greater. I hope the City never starts giving out grants on the basis of sex.

Yours sincerely,

Alderman William McCulloch
Chairman
Finance Committee

WM:wt

GENERAL INFORMATION RECEIVED

NO ACTION REQUESTED

8c.

<u>Date Received</u>	<u>Sender</u>	<u>Topic</u>
1989 April 10	Barbara Chambers, Planned Parenthood Hamilton	Letter of Appreciation - Women of the Year Awards Dinner
1989 April	Social Planning & Research Council	Speech excerpts by S.P.R.C. Executive to the Rotary Club on "Demographic Trends in Hamilton-Wentworth"
1989 April	The Pay Equity Commission	<u>Publication:</u> "How to Do Pay Equity Job Comparisons"
1989 April	Employment & Immigration Canada	<u>Publications:</u> (a) "Success in the Works: A Profile of Canada's Emerging Workforce" (b) "Success in the Works: A Policy Paper" (c) News Release "Labour Force Development Strategy"
1989 April 25	Women's Centre	Newsletter - "Women's Writes"
1989 April 28	N.A.C.	Newsletter - "Feminist Action"
1989 April	Social Planning & Research Council	March Newsletter
1989 April	Ontario Women's Action Coalition	Update 1989 April
1989 April 11	Community Action	Newsletter - 1989 April 5
1989 April 11	Community Action	Newsletter - 1989 April 19
1989 April	Canadian Council on Social Development	Newsletter - "Social Development Overview" - 1989 Spring
1989 April 11	Ministry of Skills	Newsletter - "Social Development Overview" - 1989 Spring
1989 April	The Christian Science Monitor	1989 March 30; 1989 April 4 1989 April 6; 1989 April 13; 1989 April 20; 1989 April 21; 1989 April 24

Date ReceivedSenderTopic

1989 May 2

Canadian Advisory
on the Status of
WomenPublications:

- (a) "What will Tomorrow Bring?..."
A Study of the Aspirations of
Adolescent Women (10 copies)
- (b) Background Paper - "Women
Entrepreneurs: Building a Stronger
Canadian Economy" (10 copies)
- (c) "Homemaker Pension - For Work that
Deserves Concrete Recognition" (10
copies)
- (d) "Planning our Future: Do We Have
To Be Poor?" - a paper to
facilitate discussion on women and
pensions. (9 copies)
- (e) "Becoming a Parent: A Guide to
Maternity/Parental Leave and
Benefits in Canada" (9 copies)
- (f) "Fine Balances: Equal Status for
Women in Canada in the 1990's" (10
copies)
- (g) "The Equality Game: Women in the
Federal Public Service (1908-1987)"
(10 copies)
- (h) Background Paper - "Pay Equity:
Some Issues in the Debate" (10
copies)
- (i) "Pornography: An Analysis of
Proposed Legislation (Bill C-54)" -
A Brief presented to the Hon. Ray
Hnatyshyn, Minister of Justice (10
copies)
- (j) C.A.C.S.W. Response to: A Review
of the Canadian Jobs Strategy, the
Second Report of the Standing
Committee on Labour, Employment
and Immigration (9 copies)
- (k) Background Paper - "Personal
Autonomy and the Criminal Law:
Emerging Issues for Women" (5
copies)
- (l) Background Paper - "Housing for
Canadian Women: An Everyday
Concern" (10 Copies)
- (m) Background Paper - "The Canadian
Jobs Strategy: Current Issues for
Women" (10 copies)
- (n) "Progress toward Equality for Women
in Canada: Notes for a Presentation
before the Standing Committee on
the Secretary of State" (10 copies)

NOTE: THESE DOCUMENTS WILL BE AVAILABLE FOR VIEWING AT THE MAY 8TH MEETING

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